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CAUT ACPPU
BULLETIN

BILL C-76
Liberal Betrayal
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Vol. 42, No. 6—June 1995 juin

CAUT Council April 1995

CAUT Calls for Full Disclosure & Openness

HOW OPEN ARE CANADA'S universities and colleges? Nor nearly enough according to CAUT's policy statement, adopted by its governing Council this April. It calls for openness and transparency in post-secondary education.

Institutions can only be held accounrable when full disclosure is the normal condition of discourse in our universities and colleges the policy says. That disclosure should include the line budget including the salaries and perks of administrators as well as the salaries of the faculty.

CAUT President Joyce Lorimer stated that universities and their faculty should have nothing to fear from such openness.

The policy noted that society has given universities an exceptional degree of autonomy, but if universities are to be self-governing, then they have a reciprocal obligation ro society to show they are using the resources entrusred to them in a responsible way. This is possible only if the university is open to public scrutiny.

Open Governance and Planning

The new policy recommends:

• meetings of senior academic bodies and all of their committees and sub-committees dealing with finance, budgetary and policy planning matters should be open;

• line budgets and expenditure reports should be public documents;

• major administrative planning initiatives should be open from the outset;

• institutions should have effective conflict of interest provisions along the lines proposed by existing CAUT policy;

• public disclosure of all salaries and benefits including the material submitted to Statistics Canada for its salary surveys;

• open hearings and open documents in grievance and arbitration procedures (unless an individual grievor requests otherwise);

• the academic curriculum vitae of senior administrators and faculty as submitted by them to the university should be open documents; and

• all collective agreements should be public documents;

On the other hand personnel files including such matters as medical and tax records, contract correspondence, and the like should be closed except to the individual concerned.

In the formation of such policy the principle that openness is necessary for accountability also applies to government decision-makers. Government departments responsible for post-secondary education should commit themselves to a pro-active policy of openness.

Why the need for secrecy in departments of higher education? National security is not at stake. Yet government departments can hide behind freedom of information acts to block or delay routine requesrs for information.

Why, for instance, are the reports and official correspondence of the Ontario Council on University Affairs not open as soon as the reports have been written or the correspondence sent or received?

Openness means there can be informed debate about actual government policies and actions and

See OPENNESS... Page 7 ☞

Assemblée d'avril 1995 du Conseil de l'ACPPU

Un appel en faveur de la transparence

QUEL EST LE DEGRÉ DE transparence des universités et des collèges du Canada? D'après l'énoncé de principes de l'ACPPU, que le Conseil a adopté en avril, ces établissements sont loin d'être suffisamment transparents. Le document prône la transparence dans l'enseignement postsecondaire.

L'on ne peut tenir responsables des établissements d'enseignement que lorsque la transparence est la condition normale du discours dans nos universités et nos collèges, liton dans l'énoncé de principes. La transparence s'applique au budget-objet, aux traitemenrs et aux avantages indirects des adminisrrateurs ainsi qu'aux traitements des professeurs.

La présidente de l'ACPPU, Joyce Lorimer, a affirmé que les universités et leurs professeurs n'avaient rien à craindre de la transparence.

On fait remarquer, dans l'énoncé de principes, que la société a donné aux universités un degré exceptionnel d'autonomie. Toutefois, pour être autonomes, elles ont l'obligation réciproque envers la société de prouver qu'elles utilisent de manière responsable les ressources qui leur sont confiées. Cela est possible seulement si l'université s'ouvre à l'examen public.

Une direction et une planification publiques

Voici les recommandations de l'énoncé de principes :

• Les réunions des instances universitaires supérieures ainsi que de tous leurs comités et sous-comités responsables des finances, de questions budgétaires et de planification des politiques devraient être publiques;

• les budgets-objets et les comptes rendus des dépenses devraient être publics;

• les initiatives importantes de planification administrative devraient être connues dès le départ;

• les établissements d'enseignement supérieur devraient se doter d'une politique efficace en matière de conflits d'intérêts s'inspirant de la politique modèle proposée par l'ACPPU;

• tous les traitements et avantages sociaux y compris les données fourties à Statistique Canada pour ses enquêtes salariales devraient être dévoilés;

• les audiences d'arbitrage et les documents utilisés dans les procédures de règlement de griefs et les arbitrages devraient être publics,

Voir TRANSPARENCE...
à la page 7 ☞

Queen's Faculty Begins Drive for Union Members

Trustees' dispute-settlement system spurred professors.

BY ADAM MILLS

QUEEN'S UNIVERSITY PROfessors have taken the first srep toward forming a union.

At a faculty association meeting yesterday, almost all of the 170 members present voted to begin asking members to sign registration cards in favour of forming a union, association president Annette Burfoot said.

The faculty association has a total of 550 members, she said, including professors, librarians and archivists.

Annette Burfoot

It now has one year to get 55 per cent of members to sign cards to complete certification. Or, if 40 per cent of members sign the cards, the associarion can require a vote on the issue.

If association members are certified they would form their own union rather than joining another established union.

Six other universities in Ontario, including Carleton, York and Trent, have unionized faculty, said Burfoot.

The movement in favour of a union began when rhe Queen's Board of Trusrees chose a new system to resolve salary disputes with faculty. It didn't allow for binding arbitration, which the faculty association considered essential.

After trustees introduced their own system, Burfoot said, "[there was] a sense of frusrration, after working very democratically" with Queen's to choose an acceptable system.

Yesterday the association overwhelmingly passed motions ro amend its constitution to exclude senior managers from the union and add an anti-discrimination clause. Those changes are required before it can seek certification.

Queen's principal Bill Leggett said the university will respect any decision the faculty association makes about forming a union.

"I expect business to continue as usual," he said. ■

(Reprinted with permission, The Kingston Whig-Standard, Thursday, May 25, 1995.)

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Pour **10,00 $** seulement par année, vous pouvez demeurer membre de l'ACPPU à titre de membre à la retraite. Cette catégorie spéciale vous permet de continuer à recevoir le *Bulletin* de l'ACPPU tous les mois. En plus de vous mettre à jour sur les événements touchant les universitaires, le *Bulletin* annonce régulièrement les services collectifs de l'ACPPU qui sont offerts à tous les membres de l'ACPPU y compris les professeurs à la retraite.

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LETTERS COURRIER

Researchers should inform public

Recent attacks by some politicians on so-called "useless" research in universities could likely be avoided should we, the researchers, care to increase public awareness of what we are actually doing.

Among research projects which were recently ridiculed in the press by Reform Party MP Randy White was a study on "Lie theory." It did nor occur to the MP that it was not a study of lies, but on a mathematical Lie group theory. However, let's not shift all the blame to the ill-informed members of the public. Why should we expect public respect of our scholarly pursuits if we ourselves show a disrespect for the public by failing to explain the essence of our work in layman terms?

We propose the following remedy. All university professors active in research should prepare an executive summary of their work written in layman terms (as the great physicist Ernst Rutherford once said "any good theory should be explainable to a barperson").

Naturally, such summaries should be updated as necessary. The work required for their preparation is obviously minimal in comparison with the social benefit stemming from such summaries. It could be the mandate of NSERC — and other major funding agencies — to keep an updated (perhaps electronic) database of these summaries and have it readily available to MPs and other interested members of the Canadian public. After all, the public is paying the major portion of our research bill.

We believe that this measure could prevent, or at least greatly reduce, uninformed comments and unjustified conclusions that may be difficult or impossible to rectify after the initial publicity. We are confident that the Canadian academic community will cooperate with this idea and that this will contribute to the publics' understanding of the diversity of roles played by the university in our society.

NAEEM JAN
Physics, St. Francis Xavier University

ALEXANDER A. BEREZIN
Engineering Physics, McMaster University

Thank you for policy

Thank you for recently providing me with a copy of the Canadian Associarion of University Teachers' new policy statemenr on university governance. Accountability is the challenge facing all universities in this decade. I appreciated the association's interest in the accountability of universities and their services.

JACK W. ADY
Minister, Advanced Education and Career Development
Alberta

REMINDER RAPPEL

CAUT does not publish the Bulletin in July and August. Le Bulletin de l'ACPPU ne sera pas publié en juillet et en août.

Have a nice summer! Bon été à tous!

COMMENTS? QUESTIONS?

Letters for publication are welcome. Maximum 300 words. Publication is at the sole discretion of CAUT. CAUT will not normally print letters about individual local grievances nor those which, in its judgment, are libellous or defamatory, are on subjects which are not within the purview of CAUT's activities, or have been sufficiently discussed by other letter writers.

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La rédaction invite les lecteurs à lui écrire. La longueur des textes est limitée à 300 mots. L'ACPPU se réserve le droit de choisir les lettres qui seront publiées. En règle générale, les lettres portant sur des griefs particuliers à l'échelle locale ne seront pas publiées ni celles que l'ACPPU estime diffamatoires ou dont le sujet dépasse le cadre des activités de l'ACPPU ou a été suffisamment débattu par d'autres correspondants.

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New Killam Research Fellows Named

The Killam Selection Committee after considering 191 applications in the 28th annual competition administered by the Canada Council chose the following 16 researchers as new Killam Research Fellows for 1995:

Terrance Beveridge, Guelph, Microbiology
André Blais, Montréal, Political Science
Kenneth Davidson, Waterloo, Mathematics
François Duchesneau, Montréal, Philosophy
John Harrod, McGill, Chemistry
John Hepburn, Waterloo, Chemistry and Physics
Michael Herren, York, Classical and Medieval Studies
Teresa Kirschner, Simon Fraser, 17th-Century Spanish Drama
Alexander Leggatt, Toronto, English Drama
Almeria Natansohn, Queen's, Chemistry
Geoffrey Ozin, Toronto, Chemistry
Joy Parr, Simon Fraser, History
David Smith, Saskatchewan, Political Science
John Smol, Queen's, Limnological Paleoecology
Don VanDenBerg, Victoria, Cosmology
Roderick Wasylishen, Dalhousie, Chemistry

The awards support scholars engaged in research projects of ourstanding merit in the humanities, social sciences, natural sciences, health sciences, engineering, and interdisciplinary studies within these fields.

Killam Research Fellowships enable Canada's best scientists and scholars to devote up to two years to full-time reseatch and writing. ■

CAUT ACPPU BULLETIN

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Performance Indicators— A Matter for Collective Bargaining

BY GEORGE DE BENEDETTI

RECENTLY THE VICE-PRESIdent Academic at Mount Allison University circulated a document entitled: "Defining Quality and Measuring Excellence: Accountability and Value-Added Indicators for Universities" to all members of the academic senate. In a covering letter, the Vice-President explained that 25 indicators constituting "our guide to excellence" were formulated, based on the Maclean's survey and the Queen's Quality Program, after reviewing Mount Allison University's mission statement.

This document — with the shortened title "Quality Assurance" — was sent to the Boatd of Regents for approval in principle in May 1995. In his covering letter, the Vice-President asked for input from the Senate before the document is presented for final approval at the October 1995 meeting of the Board of Regents.

That the document was sent to the Senate for feedback gives the appearance of collegiality: yet there is no attempt to engage the faculty association in negotiations on the matter. Also noteworthy is the time-frame for input, over the summer recess period when Senate and Faculty Council do not normally meet.

From the statement made early in the document "for this document to have true value as a management tool..." — there is no hiding the fact that the indicators are considered as management tools and will be used, as can be gleaned from the context, as a means of evaluating faculty and librarians.

Evaluating the performance of academic staff is covered in most collective agreements. The use of management tools for evaluation of performance should also be subject to the agreement.

If no limitations on the use of performance indicators (PIs) are placed in the collective agreement, then like management rights, they may become residual employer rights. PIs should become a matter of negotiation between the university employer and the faculty association.

Performance Indicators do affect terms and conditions of employment, both in terms of their purpose and their nature. Typically the indicators used for measuring value, productivity, excellence, etc., have an input/output focus. For example, an input indicator, sometimes suggested to measure a professor's accessibility to students, is the number of office houts kept each week by the faculty member. It is easy to see the difficulties with such a measure. Accessibility to students as measured by the number of office hours kept would not capture the professor's attitude toward helping students, which could be one of positive reinforcement for the student's work, or, conversely, the indicator would not capture the chilly climate a student might well encounter when she or he asks for help.

Further, the number of performances is the output indicator proposed in the Mount Allison document to measure the research output of artists and musicians. This indicator cannot adequately measure the creative activity of a painter in the visual arts department, nor that of a composer in the music department.

The document on 'Quality Assurance' speaks of "benchmarks having to be set" against which performance can be judged. Someone will have to establish the benchmark for the number of office hours a professor should keep, etc. Who will determine this? The document does not say. But surely this is a matter for negotiation between the faculty and administration.

How else can performance indicators affect terms and conditions of employment? They can influence tenure and promotion decisions, salaries, progress through the ranks (PTR) increments, departmental or unit budgets, among other things.

For example, in certain regions of the United Kingdom a faculty member in history must have published a minimum of four articles a year before a PTR increment can be considered. What then are the implications of someone publishing three articles a year for three years in a row? Presumably not only would the PTR increments not be granted, but tenure or promotion could be denied, and some form of discipline could follow as well.

In the Mount Allison document, there is a proposal to use 'good' student ratings as an indicator of 'good' teaching. Will the normative term 'good' be defined in each instance? And who will do that? Can the student ratings of professors, which are now done anonymously, be used for evaluation purposes? Such matters and questions clearly impinge on the terms and conditions of employment.

What should CAUT's response be? CAUT could develop its own performance indicators. However, the Collective Bargaining and Economic Benefits Committee would caution against such an approach, because any indicator CAUT might develop could turn out to be as flawed as any produced by governments and administrators. CAUT's efforts could focus on developing guidelines, a policy statement, and a model clause on PIs.

How should local associations respond? If PIs are imposed, guerilla tactics could be employed to discourage their use. For example, at one university, the departmental library budgets for journals were in part determined by the number of times a particular journal was shelved by staff in the library. A department could protect particular journals from being cut by having members of the department simply pull the journals off the shelves each time members of the department were in the library. But such tactics are only effective in the short term and are at best short-lived solutions. The longer term solution would be to negotiate the nature and use of performance indicators in the collective agreement.

Do not wait to negotiate on the topic of performance indicators.

Some associations like Carleton negotiated the use of student evaluations in their collective agreement many years ago. But PIs go much beyond student evaluations. It is later than you think! PIs have been introduced at some of Canada's largest universities, and if administrators are attempting to impose them at one of Canada's smallest universities in one of Canada's smallest provinces, then no university or faculty association in the country is immune to their introduction. Do not wait until you are at the table for the next round of bargaining. It may then be too late, with PIs already imposed in the absence of a faculty association insistence that performance indicators are a matter for collective bargaining. ■

(George De Benedetti is the Chair of CAUT's Collective Bargaining and Economic Benefits Committee)

This article is an edited version of a presentation made by George De Benedetti to CAUT Council in April 1995.

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Don't wait. Join today!

TAX FACTS

Trusts, Investments & Clawbacks

BY STEVEN DYCK

Previous columns have discussed some of the rule changes effected by the 1995 budget. This column continues with changes affecting estate planning and income deferral arrangements, and other changes concerning scientific investment tax credits.

The Tax Act has allowed for "preferred beneficiary" elections, which have permitted income earned in trusts to be deemed as paid out to beneficiaries, and taxed at the beneficiaries' rates, while the funds actually stay in the trust. This enabled funds to accumulate within the trust while taking advantage of lower personal tax rates compared to what the trust would pay. For tax years beginning after 1995, this option is almost entirely eliminated — amounts must actually be payable in the year to be deductible from trust income.

For individuals who have set up investment companies to take advantage of the lower corporate tax rates on investment income, a new 6 2/3 per cent tax on such income is introduced, all but eliminating the old deferral advantage. This tax is refundable when the corporation pays out dividends, under complex rules which now allow for a $1 refund to the company for each $3 pay-out.

Some abuses in the scientific R&D investment tax credit system are addressed. Payments to non-arm's length third parties will be examined closely, and now may not include other amounts (such as profit mark-up) above what the researcher-taxpayer's own costs would be for the same work.

Finally, a recent judgement rendered by the Federal Court of Appeal has reversed a Tax Court decision, reported in this column several months back, which held that taxpayers receiving foreign pension income need only count half of it in determining their OAS clawback threshold, since Canada's tax treaties only allow for taxation of 50 per cent of foreign pension income. That decision turned on a determination that the clawback is a tax, but this "mechanical" approach was rejected in favour of a broader view of the clawback's purpose — those with higher incomes lose some or all OAS benefits regardless of the income's source. This may impact retiring taxpayers receiving U.S. pension income who are subject to clawback. ■

(Steven Dyck, C.A., is senior manager with Robertson & Hill, chartered accountants in Ottawa. Readers of this article should note that the material presented herein is expressed in general terms. The particular circumstances of any individual's tax situation must also be taken into account. Accordingly, we suggest that no action be taken solely on the basis of the information provided herein and that in many cases professional advice should be obtained.)

Highlights of the 38th Council Meeting

- Collective Bargaining workshop on analyzing university budgets. Presenters were Dr. Rick McGaw (UNB) and Dr. Steve Finner (AAUP).
- Panel discussion on the future federal role in PSE financing. Panelists included Dr. Duncan Cameron, president of the Canadian Centre for Policy Alternatives and Dr. David Robertson, research officer, The Council of Canadians. *(See Martin Budget page 6)*
- Panel discussion on science, research and the granting councils. Panelists included Dr. John Service, executive director of the Canadian Psychological Association, Dr. Paul T. Hough, executive director of the Canadian Federation of Biological Societies and Dr. Chad Gaffield, vice-president Science Policy and Research, SSFC.
- Panel discussion on part-time faculty entitled *Part-Time Faculty — the new majority?* Dr. Peter Hemingway (URegina), and Dr. Donald Savage, Maureen Kilgour and Robert Moore of CAUT discussed current issues relating to the increase in part-time faculty and their status. *(See Part-Time page 6)*
- Panel discussion on performance indicators. Dr. Anne McDougall (AAS:UA), Ken Fields (Librarians Committee), Dr. George De Benedetti (Collective Bargaining and Economic Benefits Committee), Dr. Dayna Daniels (Status of Women Committee) and Dr. Bill Bruneau (vice-president) reviewed recent developments and trends in this area. *(See Bargaining & Benefits page 3)*
- Approval of Policy Statement on Openness and Transparency. *(See Openness page 1)*
- Approval of Guidelines on University Investigations of Fraud and Research Misconduct and Related Matters.
- Approval of three-year financial plan based on Executive Committee's Report on Operations and Structures.
- Adoption of a resolution rejecting the drastic cuts in federal transfer payments to the provinces and reaffirming CAUT policy that EPF funds formerly transferred in respect of post-secondary education should be directed to finance programs such as funding of student assistance, university research through the federal granting councils, academic libraries, educational equity and distance continuing education, and research in smaller universities.
- Approval of a new protocol to establish ongoing relations with FQPPU.
- Approval to financially assist the Manitoba Organization of Faculty Associations to establish a permanent provincial office.
- Adoption of a resolution calling on the CAUT Executive to educate Canadian journalists of the work time and high level of achievement required to obtain the doctoral degree and to recommend methods and styles for recognizing the doctoral degree appropriately in news and public interest stories.

Financial Straits

Council Approves Three Year Plan

A COMBINATION OF SHRINKING membership numbers, static faculty salaries, and requests from some associations for a reduction in the CAUT mil rate have put CAUT at the brink of a financial crisis, Council delegates were told at the April meeting.

Faced with diminishing revenue, the Executive Committee presented a three year plan to Council which outlined proposals to alter both CAUT's internal operations and committee structures. By reducing operating costs, the plan projects a balanced budget by the third year.

The Executive plan contained a comprehensive review of all aspects of the organization and clear recommendations as to where cost reductions were possible, without significantly altering the delivery of important services to the membership. Proposals approved by Council were:

• Reduction in size of the standing committees: The AF&T Committee was reduced to six members, the Collective Bargaining & Economic Benefits Committee, Librarians Committee and the SWC were all reduced to five members.

• Reduction in number of meetings: The Executive Committee will meet five times a year; the standing committees, with the exception of the AF&T Committee, will all meet three times a year; AF&T will continue to meet four times a year, and Council will meet twice a year.

• Reduction in release time expense: The number of release time units for CAUT officers and Committee Chairs was decreased while the value of each unit amount was increased. The net effect is a reduction in the expense for release time.

• Reduction in size of CAUT staff: As with universities, CAUT's largest expense relates to salaries and benefits. Council approved a proposal to downsize the CAUT staff by one professional and one support staff member. In addition, a part-time clerical position will be abolished. However, to meet rising demands for legal aid related to the Arbitration Service, Council approved the hiring of an articling student. It is expected that this will reduce the staff lawyers' overtime for research.

• Reduction in operational costs: The Executive proposed several changes to the operations of the CAUT office which will significantly reduce costs over the next three years.

In response to requests for a reduction in the mil rate, the Executive plan also introduced a proposal for a system of volume fee discounts for larger member faculty associations. The Executive recognized that the larger associations pay more in fees than they would ever recoup in actual services, while at the same time maintaining sizeable local office staff. While CAUT offers travel and service subsidies to the smallest associations, it had not addressed the issue of whether there should be some "cap" on the contributions of larger associations.

A straw vote at the meeting indicated a majority of associations were in favour of some form of discounts for large member associations. According to the By-Laws of the Association, changes to the fee structure require one year's notice, and an official vote on fee discounts cannot be held until the 1996 spring meeting. ■

New Accord Ratified

CAUT COUNCIL RATIFIED A new memorandum of cooperation with FQPPU (Fédération québécoise des professeures et professeurs d'université) at its meeting held at the end of April. The memorandum, also approved by the FQPPU Congress, provides a framework for representation to government, exchange of information, and participation in committees and governing bodies.

In representation to the federal and Québec governments, the two organizations will strive to act jointly where convergence exists in their respective positions. Nevertheless, in all matters, the parties agreed to inform each other of their positions on a regular basis.

CAUT and FQPPU committees may designate representatives to attend the meetings of the other organization or exchange minutes and other documents. Both organizations will be entitled to send two representatives, with voice but no vote, to meetings of the respective decision-making bodies.

The organizations will also exchange information of mutual interest relating to the promotion and defence of the academic profession.

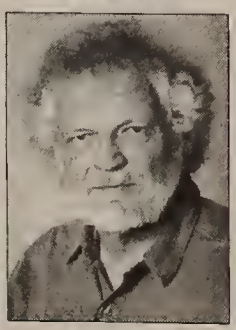
The agreement will remain in force until May 1, 1997. ■

EXECUTIVE COMMITTEE 1995-1996

PRESIDENT / PRÉSIDENTE

JOYCE LORIMER
Wilfrid Laurier

VICE-PRESIDENT / VICE-PRÉSIDENT



BILL GRAHAM
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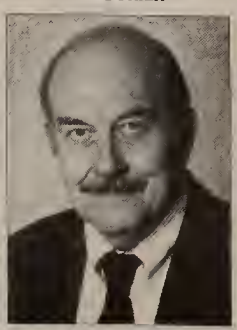

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Dalhousie

MEMBER-AT-LARGE / MEMBRE ORDINAIRE

CLAUDE DIONNE
Moncton

Une situation difficile

Le Conseil approuve un plan triennal

LES DÉLÉGUÉS À L'ASSEMBLÉE DU Conseil de l'ACPPU, tenue à la fin d'avril, ont appris que l'association était au bord de la crise financière. Une diminution du nombre des membres, des traitements fixes et la demande de certaines associations de réduire le taux au mille sont à l'origine de cette situation. Face à une décroissance des revenus, le Comité de direction a soumis au Conseil un plan triennal qui propose des solutions pour modifier les activités internes de l'ACPPU et la composition de ses comités. Une réduction des frais d'exploitation permet de prévoir un budget équilibré d'ici la troisième année.

Le plan du Comité de direction passe en revue de façon détaillée tous les aspects de l'organisation et formule des recommandations précises sur les secteurs possibles de réduction des coûts sans considérablement modifier la prestation d'importants services aux membres. Le Conseil a approuvé les propositions suivantes:

• La réduction du nombre de membres des comités permanents : Le CLUPE est réduit à six membres, le Comité de la négociation collective et des avantages économiques, le Comité des bibliothécaires et le Comité du statut de la femme sont tous réduits à cinq membres.

• La réduction du nombre de réunions : Le Comité de direction se réunira cinq fois par année; les comités permanents, sauf le CLUPE, se réuniront trois fois par année; le CLUPE continuera de se réunir quatre fois par année et le Conseil, deux fois par année.

• La réduction des dépenses reliées au dégagement : La politique de dégagement est modifiée afin de réduire le nombre d'unités auxquelles ont droit les dirigeants et les présidents des comités de l'ACPPU tout en haussant le montant de chaque unité. Cette mesure aura pour effet net de diminuer les dépenses reliées au dégagement.

• La réduction du nombre d'employés de l'ACPPU : À l'instar des universités, les salaires et les avantages sociaux constituent la plus grande dépense de l'ACPPU. Le Conseil a approuvé la proposition de soustraire des effectifs un membre du personnel professionnel et un membre du personnel de soutien. De plus, un poste de commis à temps partiel sera aboli. Toutefois, le Conseil a approuvé l'engagement d'un stagiaire en droit pour faire face à la demande croissante d'aide juridique en matière de services d'arbitrage. On espère ainsi diminuer le nombre d'heures supplémentaires travaillées par les avocats membres du personnel pour effectuer leurs recherches.

• La réduction des coûts d'exploitation : Le Comité de direction a proposé plusieurs modifications aux activités de l'ACPPU qui permettront de diminuer sensiblement les coûts au cours des trois prochaines années.

Pour répondre aux demandes de réduction du taux au mille, le Comité de direction prévoit également déposer un projet de ristournes sur les cotisations pour les associations de professeurs plus nombreuses. Le Comité de direction admet que les plus grandes associations versent des cotisations plus élevées par rapport à ce qu'elles reçoivent en services réels tout en conservant un effectif raisonnable. Bien que l'ACPPU ait réglé le problème des petites associations en leur offrant des subventions pour les déplacements et les services, elle ne s'est pas attardée à la question de l'imposition d'un «plafond» aux cotisations des grandes associations.

Selon les statuts de l'ACPPU, il faut un an de préavis pour modifier la structure des cotisations. Un vote officiel ne peut donc être tenu avant l'assemblée du printemps 1996. Toutefois, un vote officieux pris à l'assemblée a révélé que la majorité des associations favorisait une certaine forme de rabais pour les grandes associations. ■

Calendrier des réunions de l'ACPPU

Réunion	Date	Lieu
Comité de direction	22-25 juin	Val Morin
Consortium	14 septembre	Ottawa
CLUPE*	15-16 septembre	Ottawa
CNCAÉ	15-16 septembre	Ottawa
Comité des bibliothécaires	22-23 septembre	Ottawa

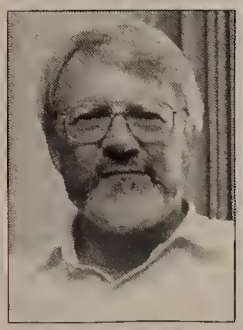
*Échéance de dix jours ouvrables pour l'ajout de nouveaux points ou de nouvelles causes à l'ordre du jour

Faits saillants de la 38e assemblée du Conseil

- Présentation d'un atelier sur l'analyse des budgets d'universités. Les conférenciers étaient Rick McGaw (UNB) et Steve Finner (AAUP).
- Tenue d'un débat de spécialistes sur le rôle futur du fédéral dans le financement de l'enseignement postsecondaire. Les spécialistes étaient Duncan Cameron, président du Centre canadien de recherche en politiques de rechange, et David Robertson, agent de recherche au Conseil des Canadiens.
- Tenue d'un débat de spécialistes sur les sciences, la recherche et les conseils subventionnaires. Les spécialistes étaient John Service, directeur général de la Société canadienne de psychologie, Paul T. Hough, directeur général de la Fédération canadienne des sociétés de biologie, et Chad Gaffield, vice-président des politiques scientifiques et de la recherche, Fédération canadienne des sciences sociales.
- Tenue d'un débat de spécialistes sur les professeurs à temps partiel intitulé *Les professeurs à temps partiel — la nouvelle majorité?* Peter Hemingway (URegina), Donald Savage, Maureen Kilgour et Robert Moore de l'ACPPU ont discuté de plusieurs problèmes actuels reliés à leur statut et à l'augmentation du nombre de professeurs à temps partiel.
- Tenue d'un débat de spécialistes sur les indicateurs de rendement. Anne McDougall (AAS:UA), Ken Fields (Comité de bibliothécaires), George De Benedetti (Comité de la négociation collective et des avantages économiques), Dayna Daniels (Comité du statut de la femme) et Bill Bruneau (vice-président) ont brossé un tableau des faits nouveaux et des tendances dans ce domaine.
- Approbation de l'Énoncé de principes sur la transparence. *(Voir Transparence à la page 1)*
- Approbation des Lignes directrices sur les enquêtes officielles des universités en matière de fraude, de conduite frauduleuse en recherche et d'affaires connexes.
- Approbation d'un plan triennal fondé sur le rapport du Comité de direction sur le fonctionnement et la structure administrative de l'ACPPU.
- Adoption d'une résolution rejetant les coupes draconiennes imposées aux paiements de transfert versés aux provinces et réaffirmant la position de l'ACPPU selon laquelle les crédits du FPE, auparavant impartis à l'enseignement postsecondaire, devraient être affectés à des programmes tels l'aide financière aux étudiants, la recherche universitaire, le CRSNG, le CRSH, les bibliothèques universitaires, l'équité en matière d'éducation et la formation continue à distance.
- Approbation d'un protocole régissant les rapports entre l'ACPPU et la FQPPU. *(Voir Ratification à la page 7)*
- Approbation d'une aide financière à la Manitoba Organization of Faculty Associations pour la mise sur pied d'un secrétariat provincial permanent.
- Adoption d'une résolution demandant au Comité de direction de l'ACPPU de sensibiliser les journalistes canadiens au nombre d'heures de travail et au haut niveau de réussite nécessaires à l'obtention d'un doctorat et de recommander des méthodes qui permettront de faire reconnaître le doctorat à sa juste valeur dans les reportages et les articles d'intérêt public.

COMITÉ DE DIRECTION 1995-1996

MEMBRE ORDINAIRE / MEMBER-AT-LARGE



GORDON SHRIMPTON
Victoria

PRÉSIDENT, CLUPE / CHAIR, AF&T

ROGER GANNON
York

PRÉSIDENT, CNCAÉ / CHAIR, CBEBC

GEORGE DE BENEDETTI
Mount Allison

PRÉSIDENTE, BIBLIOTHÉCAIRES / CHAIR, LIBRARIANS

MARGOT SCHENK
Saint Mary's

PRÉSIDENTE, CSF / CHAIR, SWC

JENNIFER BANKIER
Dalhousie

Martin Budget Threatens Universities

BY DUNCAN CAMERON

For Canadians basking in United Nations approval as the best place to live in the world, it will come as quite a shock when they discover that the very elements of our life that so impressed the UN, our health, education, and social standards, are about to be undermined by the federal government. We have the 1995 budget brought down by Paul Martin to thank for that. Hard though it may be to believe, much of what makes Canada a decent place to live is being called into question.

I say "about to be" because it hasn't happened yet. But the Finance Minister has decided to abolish the Canada Assistance Plan (CAP) which funds social welfare — and with it abolish the commitment of the federal government to alleviate poverty — in his bill implementing the budget. It has decided to roll up CAP with Established Programs Financing (EPF), which funds medicare and post-secondary education, and establish a new block funding arrangement called the Canada Health and Social Transfer. This is slated to come into effect in fiscal year 1996-97.

The immediate impact of the budget is less money for social assistance, health care, and post-secondary education, $4 billion less for 1996-97. The follow-up impact will come when the provinces decide what to do to make up the shortfall: cut services, raise taxes, or introduce user fees. By throwing the funding for three programs in the same pot, the Finance Minister is encouraging the provinces to play one group off against another. Money from cutbacks to social assistance can go to meet health costs, for example. Less money for universities can be justified by citing the need to raise tuition fees.

The Canada Transfer means that the federal government is gradually withdrawing the grant portion of the money now available to the provinces under CAP and EPF. It is intended that the income tax points now ceded by Ottawa to the provinces will be the sole source of support for provincial spending on social assistance, health, and post-secondary education. When, sometime in the next decade, the grant portions run out, there will be no way for the federal government to enforce national standards for this type of spending. Without the grant to withhold, Ottawa gives up its leverage with the provinces to enforce national standards.

The model for funding universities was changed by the budget. Currently, students pay a portion of their education through tuition fees, but society pays a much larger portion through government spending. Over the lifetime of a university graduate, taxes were paid that went in part to support the institutions that enabled them to increase their earning potential. The new model of user fees would have the student go deeper into debt than is already the case, to pay in advance for an education that is supposed to serve them and us for the rest of their lives. While current tuition fees, and level of indebtedness are already high — as 700,000 university students who work while they study could attest — the move to block funding, and the inevitable doubling or tripling of tuition fees, is going to cut off access dramatically to post-secondary education.

Ability to pay will determine eligibility for university, a message of the Martin budget that CAUT members should note carefully. If making a democracy work depends on having a large number of well educated citizens, capable of independent thought and judgement, closing off access to a university education amounts to weakening the democratic fabric of Canadian society.

What Can We Do?

CAUT members have a responsibility to contribute to the debate over the new direction for Canada set out in the budget. I would expect us to ask how cutbacks in government spending square with the need to invest in the future of Canadian society. It is for good reasons that we advocate research funding, but we should also have something to say about cutting the money for social assistance and eliminating the national commitment to alleviate poverty. How can this save money when social science research shows us that poverty leads to more illness, which will increase health costs?

A fair taxation system is part of creating a more civilized society, and is that not what universities are about as well? Why should CAUT let tax issues be taken over by well paid lobbyists for the rich and powerful. The ability to pay principle has been so distorted that we now have over $12 billion in tax expenditures for corporations, as a permanent feature of our tax system; yet these deductions are never subject to parliamentary scrutiny because they are buried in the tax acts. As spending programs, they should be subject to review, and brought before parliamentary committees every year for discussion before approval.

The wider fiscal policy debate needs to be joined. Lately, we have been subject to a sort of "deficit terrorism" by bankers, corporate lobbies, and business funded "think tanks." Yet interest rates, not government spending, are what is fuelling the deficit.

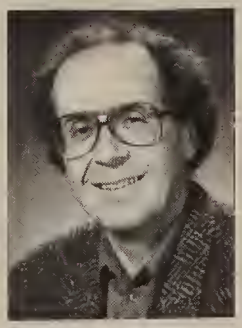
The Canadian Centre for Policy Alternatives in conjunction with the Manitoba social coalition *Choices* produced an alternative federal budget. The budget team headed by the Chair of the Economics Department at the University of Manitoba, John Loxley, showed that it was possible to restore provincial funding, without tax increases for middle class Canadians, and meet the Martin deficit target, largely through a small reduction in interest rates. So, why not take on the government's assumptions about fiscal policy?

How Should We Act?

We are in for the fight of our lives over the implications of the Martin budget for our society and our universities. It seems to me that we have three courses of action open to us: act alone on our own behalf, build alliances with other middle class Canadians, and work as part of a larger coalition of low and middle income Canadians. I would like to see CAUT act on all three fronts.

From among our numbers, a national committee of distinguished humanities scholars, and research scientists should be established to engage the public in a dialogue over the significance of public funding for universities and colleges. Meetings with editorial boards, media appearances, town hall gatherings, all these and more should be undertaken to create awareness of what is in store for higher education with the withdrawal of federal funding.

Many Canadians are university graduates, and many parents want to see their children attend university. We must reach out to these people in the company of student associations, university administrations, the Association of University and Colleges of Canada, provincial university bodies, research granting agencies, and professional associations of our graduates in law, medicine, engineering, and other fields. Drawing on many allies, the broader university community has a case to make to governments through M.P.s, and provincial legislators, as well as cabinet ministers.



Duncan Cameron — CAUT should lead fight against budget.

Most importantly, CAUT should be reaching out to the wider segment of Canadian society that will be affected by the Martin budget: labour unions, affiliated with the Canadian Labour Congress; poverty groups that make up the National Anti-Poverty Organization; women's organizations that come together as the National Action Committee on the Status of Women; the Assembly of First Nations; farm groups; social justice committees of the Canadian churches; seniors; and social agencies of all types.

Through the budget the Chrétien government has redefined individual freedom for all Canadians. By insuring each other against sickness and poverty, and providing for wide access to education, we all gain a sense of well-being and security. Common services, paid for through taxation, on the principle of ability to pay, enhance the freedom of all citizens. By moving to the user pay principle we are equating freedom with ability to write a personal cheque. Freedom then depends on income, not on access to common services. Rejecting this vision should motivate us to work with as many other groups as can be brought together.

In *Chronicle of a Death Foretold*, Gabriel Garcia Marquez recounts a murder in a village. All the citizens knew in advance that this was to occur, but none were able to stop it. There was always something that kept them from intervening: a door jammed, someone slept in, they expected others to act.

The Martin budget is reversible. Its worst features do not take effect immediately. Discussions with the provinces on the form of the Canada Transfer are pending. There is space and time to act. But if we want to stop the dismantling of national programs we have to act, and act quickly, and effectively. So call a meeting, get informed, and inform others, write and visit your M.P., talk to the media, be interviewed, write an article, contact other affected groups, ask questions, challenge the assumptions of government thinking, and express your concerns.

Most important of all, ask yourself this: when the intellectual leaders in a country abdicate responsibility, who's left to fault? ■

(Duncan Cameron teaches political science at the University of Ottawa. He is President of the Canadian Centre for Policy Alternatives and editor of the Canadian Forum magazine.)

Part-Time Faculty on the Rise

The use of part-time faculty in Canadian universities is on the rise, and there is no indication that this trend is going to reverse itself. The recent data from Statistics Canada reveal there are almost 30,000 part-time faculty members working in universities.

CAUT addressed the issue of part-time faculty in a panel discussion at the Council meeting in April of this year. Maureen Kilgour, Donald Savage and Robert Moore from the CAUT office teamed up with Peter Hemingway, Chair of the University of Regina Faculty Association, to address some issues concerning part-time faculty.

Maureen Kilgour and Donald Savage discussed the current situation in both Canada and the United States, where numbers and trends in the use of part-time faculty are similar. There are currently a number of faculty associations that represent part-time faculty. Most have attempted to strike a balance between representing the needs of their members who hold part-time appointments and negotiating limits on the abuse of part-time appointments.

Robert Moore brought to the attention of the Council specific concerns about the use of part-time academic librarian appointments. Peter Hemingway discussed the situation at the University of Regina Faculty Association, which has the broadest range of members among Canadian faculty associations.

Professor Hemingway outlined some of the benefits and difficulties that arise out of a diverse membership, including having to deal from time to time with competing interests. He concluded by saying that since competing interests exist already, it is to the benefit of the faculty association if it is able to deal with them internally rather than having no control over these interests.

Following the panelists' presentation, Council members raised additional issues, including the problem of defining a part-time appointment, the representation of part-time appointees by other unions on campuses, the predominance of women in the part-time group, and how the abuse of part-time appointments represents a threat to academic freedom and tenure in Canadian universities. ■

Un appel en faveur de la transparence

SUITE DE LA PAGE 1

sauf si un plaignant ou une plaignante exige le contraire;

• le curriculum vitae des cadres supérieurs et des professeurs, tel qu'ils l'ont rédigés et remis à l'université devrait être public;

• toutes les conventions collectives devraient être du domaine public.

Par ailleurs, les dossiers personnels, notamment les dossiers médicaux et fiscaux, la correspondance relative aux contrats devraient demeurer confidentiels sauf pour la personne en cause.

Le principe voulant que la transparence soit nécessaire pour l'obligation de rendre compte s'applique aussi aux décideurs des gouvernements et doit faire partie d'une politique en ce sens. Les ministères responsables de l'enseignement postsecondaire devraient s'engager à mettre en oeuvre une politique proactive de transparence.

Quel est le besoin d'imposer la confidentialité dans les ministères de l'enseignement postsecondaire? La sécurité nationale n'est pas en jeu. Pourtant, les ministères peuvent invoquer la loi sur l'accès à l'information pour freiner ou retarder les demandes courantes d'information.

Ainsi, pourquoi les rapports et la correspondance officielle du Conseil des affaires universitaires de l'Ontario ne sont-ils pas rendus publics dès que ces rapports sont rédigés ou dès l'envoi ou la réception de cette correspondance?

La transparence s'entend d'un débat informé sur les politiques et les gestes réels des gouvernements. Tenus à la transparence, ceux-ci peuvent difficilement conclure des ententes secrètes avec des tiers. Ces ententes, en définitive, touchent tous les membres de la collectivité universitaire.

Les traitements et les avantages indirects

Depuis des années, les traitements des administrateurs et des professeurs d'université en Colombie-Britannique sont divulgués. Cette année, dans toutes les universités de la Saskatchewan, les traitements ont été rendus publics en prévision de la mise en oeuvre de la loi provinciale sur l'accès à l'information. Le gouvernement de l'Alberta exige que les traitements des administrateurs supérieurs soient connus. Des universités comme l'Université Concordia ont de leur plein gré dévoilé récemment les traitements de leurs cadres supérieurs.

Au Québec et en Ontario, la question suscite la controverse publique. En février dernier, le *Toronto Star* a enquêté sur les traitements et les avantages indirects des recteurs des universités de l'Ontario. Toutes les administrations universitaires ont refusé de divulguer leur politique salariale à moins d'être tenues de le faire dans le cadre d'une divulgation générale des traitements du secteur public.

William Dimma, président du conseil d'administration de l'Université York, s'est dissocié de la politique de confidentialité et a déclaré que la divulgation des traitements permettrait à la population de se rendre compte que les recteurs ne sont pas trop payés.

Au Québec, les étudiants de l'Université de Montréal, dont les frais d'inscription ont triplé depuis 1989, ont exigé l'accès à l'information salariale. L'université a consenti à dévoiler les traitements mais non les avantages indirects. Les étudiants ont finalement eu gain de cause en vertu de la loi sur l'accès à l'information. Les médias les ont appuyés dans leurs revendications.

Les généreuses indemnités de retraite, les voitures, l'adhésion à des associations et les prêts sans intérêts sont les avantages qui ont causé le plus d'embarras, ce qui ne fut pas le cas des traitements. Le ministre de l'Éducation, Jean Garon, a donc décidé de déposer une loi exigeant la divulgation des traitements et des avantages indirects des administrateurs.

Le quotidien *La Presse* a parlé d'un certain mécontentement de la part des recteurs et Claude Hamel, le président de la CRÉPUQ a déclaré : «C'est prendre une masse pour tuer une mouche». D'autre part, le SPUL, le syndicat de l'Université Laval, a accueilli la loi avec satisfaction. Il juge «que M. Garon va dans la bonne direction (...)». ■

Le document de huit pages de l'ACPPU constitue la troisième étape vers la réforme de nos collèges et de nos universités. Il est possible de se procurer l'Énoncé de principes sur la transparence dans l'enseignement postsecondaire auprès des associations de professeurs ou de l'ACPPU.

Full Disclosure & Openness

FROM PAGE 1

can make it more difficult for governments and third parties to make secret deals — deals that ultimately affect all members of the university community.

Salaries and Perks

The salaries of university administrators and faculty in British Columbia have been reported publicly for years. This year all Saskatchewan university salaries became open in anticipation of the application of provincial access to information legislation. In Alberta the provincial government requires the disclosure of the pay of senior administrators. Individual universities such as Concordia University have recently made public the salaries of senior administrators on a voluntary basis.

In Ontario and Quebec this has been a matter of public controversy. In February the *Toronto Star* launched an inquiry into the salaries and perks of university presidents in Ontario. All refused to divulge their compensation package unless there were required to do so as part of a general disclosure of public sector salaries.

William Dimma, chairman of the board at York University, dissented from the policy of secrecy and said that once salaries were disclosed, people would find that presidents were not over-paid.

In Quebec the students at the Université de Montréal, where student fees have tripled since 1989, demanded access. The university agreed to reveal salaries but not perks. The students eventually won their case under access to information legislation. They had the support of the media.

What turned out to be embarrassing was not the salaries but the largesse in retirement allowances, cars, club memberships and interest-free loans. This in turn provoked the minister, Jean Garon, to introduce legislation to require disclosure of administrative salaries and perks.

La Presse noted a certain "mécontentement des recteurs," and Claude Hamel, the president of CRÉPUQ said: "C'est prendre une masse pour tuer une mouche." On the other hand the legislation was warmly welcomed by SPUL, the faculty union at Laval "qui juge que M. Garon va dans la bonne direction..." ■

CAUT's latest eight-page document is the third step towards reform for our colleges and universities. Copies of the Policy Statement on Openness and Transparency in Post-Secondary Education can be found in all faculty association offices or can be secured from CAUT.

Ratification d'un protocole

Le Conseil de l'ACPPU a ratifié un protocole de coopération avec la FQPPU (Fédération québécoise des professeures et professeurs d'université) lors de son assemblée tenue à la fin d'avril. Le protocole sert de cadre aux rapports entre les deux organismes quant à la représentation auprès des gouvernements, l'échange d'information et la participation réciproque à leurs comités et à leurs instances décisionnelles.

En matière de représentation des deux organismes auprès des gouvernements fédéral et québécois, ils s'efforceront d'agir en concertation dans le cas où il existe des convergences entre leurs positions respectives. Néanmoins, pour l'ensemble des dossiers, les parties ont convenu de s'informer régulièrement de leur position respective.

Les comités de l'ACPPU et de la FQPPU peuvent désigner une représentante ou un représentant aux réunions du comité équivalent ou peuvent échanger leurs procès-verbaux ainsi que tout autre document. Les deux organismes pourront déléguer deux représentantes ou représentants aux réunions de leurs instances décisionnelles respectives. Ces personnes n'auront que le droit de parole.

Les deux organismes échangeront de l'information sur tout dossier d'intérêt pour la promotion et la défense de la profession universitaire.

L'entente restera en vigueur jusqu'au 1er mai 1997. ■

Committee Members for 1995-96

Academic Freedom and Tenure Committee (AF&T)
Roger Gannon, *York*, Chair
Patrick Grassick, *Calgary*
Patrick O'Neill, *Acadia*
Joan Sherwood, *Queen's*
Glenna Knutson, *Lakehead*
Gail Storr, *New Brunswick*

Collective Bargaining and Economic Benefits Committee (CBEBC)
George De Benedetti, *Mount Allison*, Chair
Dorothy Milne, *Memorial*
Paul-Normand Dussault, *Ottawa*
Vic Catano, *Saint Mary's*
Ed Byard, *Winnipeg*

Elections and Resolutions Committee
Mark Sandilands, *Lethbridge*, Chair
Alain Chabot, *Sainte-Anne*
Tony Sheppard, *British Columbia*

Librarians Committee
Margot Schenk, *Saint Mary's*, Chair
Diane Peters, *Wilfrid Laurier*
Robert Clarke, *McGill*
Elizabeth Caskey, *British Columbia*
Ken Field, *Trent*

Nominating Committee
Annette Burfoot, *Queen's*
Ann McDougall, *Alberta*
Joe Tharamangalam, *Mount Saint Vincent*

Status of Women Committee (SWC)
Jennifer Bankier, *Dalhousie*, Chair
Lesley Harman, *King's*
Shahrzad Mojab, *Concordia*
Hilda Taylor, *Acadia*
Barbara Herringer, *Northern British Columbia*

Note: The President and the Executive Director are ex officio members of all CAUT committees.

CAUT Meeting Schedule

Meeting	Date	Location
Executive Committee	June 22-25	Val Morin
Consortium	September 14	Ottawa
AF&T*	September 15-16	Ottawa
CBEBC	September 15-16	Ottawa
Librarians' Committee	September 22-23	Ottawa

*Ten working day deadline on any new items or cases to be added to the agenda

Hummingbird Research Has Implications Well Beyond the Nest

BY PETER CALAMAI

WHAT CANADA NEEDS, DESperately needs, is an articulate national champion for science and technology. First job for that champion: to expose Randy White, a Reform MP from B.C., as the dangerous know-nothing that he is.

White got some cheap publicity this week by sneering at recent federal research grants. One of the two dozen research grants White singled out for scorn was $32,220 to study "behavioral energetics of hummingbirds."

"I just think there is a real question of skewed priorities here. While this government flutters along in a financial daze I challenge anyone to justify spending even one cent on studying the behaviour of hummingbirds," White's own news release quoted him as saying.

Some challenge. Neither White nor his aides bothered to call professor Lee Gass in the zoology department at the University of British Columbia, not far from White's constituency.

The 53-year-old Gass has been fascinated with hummingbirds since 1969 and he's eager to explain with panache why he studies hummingbirds and why it matters. Listen.

Among the smallest hummingbirds, females have broader, longer wings than males for the same body weight. Or, as Gass puts it, the males are built like fighter planes, the females like bombers. But bombers are more efficient; they burn less energy than males in hovering and flying.

After all, a hummingbird's whole life is a constant struggle to take in energy by sipping nectar faster than it burns energy in flying. Deprive an active hummingbird of sucrose for 90 minutes and it can lose up to 15 per cent of body weight.

So if bomber females are more energy efficient than fighter males, why don't the guys develop long, broad wings as well?

Because of the Ferrari factor, suggests Gass. The male may be less energy efficient but it is more manoeuvrable. At spring breeding time, this matters.

The way to a female hummingbird's heart, as all birdwatchers know, is through a dazzling aerial display of J-shaped dives by the male, up to 40 or 50 in an hour.

"The male with the best manoeuvrability may have the most matings; he's the guy who can drive the Ferrari better."

That's speculation; what Gass and his students do know, however, is that hummingbirds regularly pull almost 2 Gs when accelerating and decelerating in flight, enough force to send a braking car into a skid.

And that derided $32,220 research grant will allow three graduate students this summer to measure whether the difference in manoeuvrability between males and females makes ecological sense. So what if the male can turn around easier and dodge obstacles: Does this make a difference in getting to flower nectar more efficiently?

Even if Gass and his students answer this question (they've got a devilish experiment involving an 18-metre-long tube festooned with interior baffles), why does it matter?

Model for All Animals

It matters because hummingbirds are simply a convenient model for all animals. Unravel some basic principles of their behaviour and you've got a good chance of understanding other organisms better as well.

Take the work Gass's group just completed on spatial memory in hummingbirds, whether they can remember where things are. Years of painstaking research demonstrated that hummingbirds don't learn just isolated details about their surroundings; like humans, they learn whole patterns of details. They can return the next day to those specific flowers in a field that have been artificially boosted in sucrose.

So what? Who cares how animals remember?

Actually, governments do. Governments spend a lot of money raising hatchery fish but those fish get gobbled more than wild fish by predators when they're released. The answer may well lie in their learning. So the U.S. government has hired one of Gass's graduates to help solve this problem.

If saving taxpayer money in fish hatcheries isn't a good enough reason, consider this. Some truly elegant research by Gass and his students has shown that hummingbirds can continue to distinguish patterns when current theories about learning say they shouldn't be able to.

Gass explains the significance: "Whatever mechanisms animals use to detect patterns in the environment and respond to them is likely to be very, very general because it is likely to be very, very old. So these processes we're beginning to see in animals might be processes that we humans also use."

And there are links to other animals as well. Research by scientists elsewhere has discovered that a bird of northwestern North America called a Clark's nutcracker (like a big jay) can remember all winter the thousands of places in the ground where it stored conifer seeds. The part of the nutcracker's brain that processes spatial memory should be especially well developed, scientists reasoned. It was.

"We're beginning, just beginning, to be able to predict that in a certain kind of ecological situation we should find a certain kind of capability in the animals and a certain set of characteristics to go with it," explains Gass. Why does this matter, other than because knowledge is always better than ignorance? Because there's lots of evidence that humans don't really know what they're doing when they engineer the environment, deciding, for instance, whether some area can be safely logged without sacrificing some animal population. And because it's too late to start the basic research into questions like animal memory the year the logging decision is made.

This may seem a long way from studying behavioral energetics in hummingbirds but it really isn't, not for anyone who understands the basic principles of science. Or at least anyone willing to learn. ■

(Peter Calamai is the Citizen's editorial page editor. Reprinted with permission, The Ottawa Citizen, April 22, 1995.)

Richard J. Powers Memorial Fund

IN FEBRUARY 1993 PROFESSOR Richard J. (Dick) Powers died, leaving a unique legacy of accomplishments on behalf of Canadian academics. Known as "Mr. Senate" on campus, Dick began his tireless pursuit of good sense in university governance upon his appointment to the University of Victoria Department of Political Science in 1966.

"Mr. Senate"

Dick served in numerous capacities at Victoria including president of the faculty association. He extended his efforts off-campus to include a term as president of the Confederation of University Faculty Associations of B.C., and literally two decades of service to CAUT, lastly as a member of the CAUT Executive.

As a way of remembering his forthright personality, sense of humour, and countless accomplishments, an endowed memorial fund is being established in his name to fund a prestigious scholarship, and a lecture series. Contributions can be made to the fund by sending a cheque to the "Richard J. Powers Memorial Fund" c/o Development and Alumni Relations, University of Victoria, P.O. Box 3060, Victoria, BC, V8W 3R4. All donations qualify for a tax credit. ■

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Harrisment

Mike Harris's proposal to abolish tenure for university professors is nonsense, & dangerous to independent thought.

Ontario Tory leader Mike Harris prides himself on being a businessman rather than a scholar. That's fine, as far as it affects his private career and ambitions.

But Harris is seeking election as provincial premier, so his proposal to scrap tenure for university professors exposes an anti-intellectualism that must be taken seriously.

Harris argued this week that tenure, an internationally accepted system that protects qualified university teachers and researchers from arbitrary firing, is a thing of the past. If nobody else in the private or public sector enjoys such a cushy existence these days, why should academics?

It's a naive and dangerous argument.

First, it's unclear how abolishing tenure would save money, the Tories' guiding motive. On the contrary, Ontario universities would have to pay much fatter salaries to attract and retain talented faculty.

Second, there's no factual basis for Harris's assertion that tenured professors can coast for 25 years on past performance. All universities put their teaching staff through rigorous annual productivity reviews. Research grants are awarded only according to the most exacting peer-reviewed processes. And all Ontario universities have the right to fire incompetent faculty, or lay them off for economic reasons.

Tenure is about the defence of academic freedom, the right to investigate politically unpopular questions, without fear of reprisal. And the nurturance of independent thought becomes ever more vital as economic pressures force universities to ally with business and government — groups with clearly vested interests.

Tenure, in short, is about sparing intellectuals from people like Mike Harris. ■

(Reprinted with permission, The Ottawa Citizen editorial, May 8, 1995.)

Le gras des autres

PAR AGNÈS GRUDA

Les organisations étudiantes se sont battues pendant près de deux ans pour forcer l'Université de Montréal à révéler les contrats de ses cadres, tous avantages compris. L'hiver dernier, elles remportaient la première manche : un juge de la Cour du Québec confirmait la décision de la Commission d'accès à l'information et obligeait cette institution à mettre tous les chiffres sur la table.

Cette semaine, avec le dépôt d'un projet de loi qui obligera dorénavant toutes les universités à tenir leurs livres ouverts au chapitre du traitement de leurs administrateurs, les étudiants ont carrément gagné la partie. L'initiative doit être accueillie avec soulagement. Rappelons que, grâce à l'entêtement des fédérations étudiantes, le grand public a pu apprendre qu'en plus de toucher des salaires plus que raisonnables, plusieurs cadres supérieurs de l'UdM jouissent de privilèges enviables.

Il est difficile de comprendre que les universités, financées en majorité par des fonds publics, aient pu garder de tels petits détails secrets jusqu'à maintenant. Cela ne sera plus possible et l'on doit s'en réjouir. Mais en forçant le secret universitaire, le ministre ouvrira inévitablement un autre débat, sur la nature même des avantages consentis à l'aristocratie universitaire.

Les haut lieux du savoir n'échappent pas à l'austérité. L'automne dernier, on apprenait que l'université Laval, à Québec, craint d'être confrontée à un déficit pour la première fois depuis sa fondation. Au même moment, l'Université du Québec à Montréal se demandait comment elle allait boucler son budget et cherchait à négocier une réduction de la masse salariale avec ses syndicats.

Une tendance naturelle incite les administrations publiques à se prémunir contre les rigueurs budgétaires et à couper dans le gras... des autres. Maintenant qu'ils seront tenus de dévoiler leurs conditions de travail, les administrateurs universitaires n'auront d'autre choix que de s'attaquer aussi à leurs propres tissus adipeux. L'exemple de l'Université de Montréal montre qu'il y a des économies à faire de ce côté. ■

(Reproduit avec permission de La Presse, le samedi 13 mai 1995.)

THE BULLETIN

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Université Garon

Sparks Fly Over New Quebec University

Quebec Minister of Education Jean Garon has provoked a notable confrontation with the university community over his decision to open a new university in 1996 — in his constituency of Lévis, across the river from Quebec City.

The minister justified his decision by attacking the nearby Université du Québec à Rimouski (UQAR) for failing in its regional mission because it had not undertaken research on the development of fisheries and the commercialization of seal meat. The main campus of UQAR is in Rimouski but it also has a satellite campus at Lévis with 1,000 students.

Canadian university presidents and rectors rarely bite the hand that feeds them — at least not in public. However, UQAR Rector Marc-André Dionne not only opposed the minister and defended the research work of his university but resigned in a very public manner in order to lead a campaign against the PQ decision.

Mr. Dionne denounced the minister and estimated the new university would cost $15 million to build and $14 million annually to run, not to mention the cost of buying out the contracts of faculty already employed by Rimouski.

The press officer of UQAR indicated the rector intended to create "un effet choc par sa démission." "On accepte mal les ingérences dans les régions," he said. The rector then helped to create a broad public coalition against the minister not only in Rimouski, but in the towns where UQAR has satellite operations on the North Shore, in the Lower St. Lawrence, and on the Isles de la Madeleine.

"Toute la région s'est mobilisée contre M.Garon...," said *Le Devoir*. This included prominent supporters of the PQ.

The minister huffed and puffed. He said no one should have been surprised because he had always been in favour of the university in Lévis. He stated the new university would fit into his vision of higher education as essentially the moror of regional development, and that the universities in the region should not fear the competition because the cake will simply be enlarged.

"Quand on a un budget de 9.5 milliards," he said in one of the more memorable phrases of this battle, "il y a plusieurs façons de financer quelque chose."

Then everyone joined the war. Laval Rector Michel Gervais denounced the scheme and said that not only would it hurt Laval but it would hurt all Quebec universities. Claude Hamel, president overall of the University of Quebec system, also attacked the project as undermining that system. Mario Dumont, the young leader of Action démocratique, compared the minister to Nebuchadnezzar or an Egyptian pharaoh, suggesting this was patronage on the grand scale.

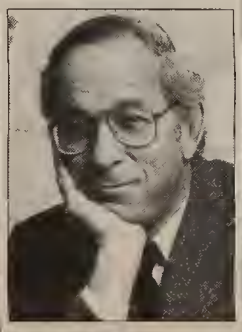
La Presse wrote a scathing editorial. "La croisade...du Ministre Garon n'a rien à voir avec les besoins de l'enseignement supérieur et tout à voir la petite 'politicallerie' de basse-cour." The editorial noted Quebec had already cut $100 million from the budgets of universities and was planning a further cut of $70 million.

The decline in student numbers further aggravated the situation. For example Laval, just across the river from the new institution, expected to lose $2 million because of this decline.

La Presse also attacked the vision of mini-universities scattered across the province which it believed was just a smokescreen. But if it were not it would be unfortunate since university level education and research requires a certain concentration of resources.

The government then began the process of humiliating retreat. Premier Parizeau, after having applauded the project, put on the brakes a few days later saying that the whole matter would have to be studied by the Estates-General which the government had created to investigate the educational system in Quebec.

Mr. Garon then echoed the premier. No decision has been taken, he said. It was not a decision for him alone. The law required an opinion from the Conseil supérieur de l'éducation. The project might take another form. In any event it would all be referred to the Estates-General, and the minister had no "sentiments négarifs" against Rimouski or its rector. ■



Martin Friedland

Molson Prize Awarded

University of Toronto law professor Martin Friedland has been awarded the 1994 Canada Council Molson Prize in the Social Sciences and Humanities. Among Canada's highest awards for outstanding contribution to the country's intellectual and cultural life, the $50,000 prize is presented annually to a distinguished Canadian scholar. ■

North American Open Poetry Contest

The National Library of Poetry has announced that $24,000 in prizes will be awarded this year to over 250 poets in the North American Open Poetry Contest.

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The National Library of Poetry, founded in 1982, is the largest poetry organization in the world. ■

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Skills Training Initiative in B.C.

Protecting Public Colleges & Institutes

BY ROSEANNE MORAN

LAST SUMMER THE BRITISH Columbia government unveiled a long-awaited skills and training plan for the province. Called 'Skills Now!', the plan is intended to refocus training programs and to find ways to reduce costs while increasing access and equity.

Throughout the past year we have seen the development of some 30 new programs to meet the training needs of target groups including youth, students, workers, the unemployed, social assistance recipients and equity groups. Programs are grouped in four broad themes: *linking high school to the workplace; opening more doors and the right doors to colleges and universities; retraining workers in their communities; and moving from welfare to the workforce.*

CIEA has been supportive of many of the goals of government's initiative which meet our own objectives of removing barriers — especially for historically disadvantaged groups. The initiative also supports other options including workplace experience programs, prior learning assessment, and programs which give high school and post-secondary students opportunities to more closely link their education to the job market.

Focus on Reducing Costs

Skills Now is about more than expanding access and program choices, however. Government has been clear that it intends to lower the cost of providing training and related programs. Cost-saving measures include: private sector partnerships, an increased use of educational technology, and linking new funds for public institutions to increased productivity requirements. To encourage increased productivity at public institutions, base funding per Full-Time Equivalent student space (FTE) was decreased by close to one per cent in 1994-95 institutional operating budgets, with no inflationary increase in the 1995-96 budget.

Government has identified ambitious enrolment growth targets, including the 'production' of some 1600 FTEs each year through new Community Skills Centres and close to 1000 FTEs through other 'non-traditional' delivery methods and institutions. In comparison, the number of new 'traditional' FTEs funded in 1995-96 in public colleges and institutes is just over 1400.

With its emphasis on new forms of delivery and a two year budget of $200 million — equivalent to approximately ten per cent of base funding for colleges, institutes and universities in the province — Skills Now has had a significant impact on the B.C. post-secondary system.

Decentralizing Training Programs

Questions of who should design and deliver programs and how to best prepare individuals for a precarious labour market have been front and center in CIEA's and others' assessments of Skills Now. While a portion of Skills Now funding is designed to support new training opportunities in public institutions, much of the emphasis in the initiative is on 'non-traditional' training and support programs based in the community, in workplaces and using third-party delivery arrangements. This is of particular concern, given that British Columbia already has some 900 registered private organizations delivering post-secondary education and training.

CIEA has argued that government should put in place a policy framework to protect the significant public investment in public post-secondary education and to give priority to assisting public institutions to respond to the needs of the labour market. We have emphasized the mandate of public institutions to be accountable to the public and to provide broad access, and the significant learning resources and learner supports housed in public institutions.

We have also argued that in order to achieve the full value from our extensive provincial network of community colleges, we must return to the original concept of the comprehensive community college. Government's response, however, has been to spin off the community development and outreach functions of community colleges.

New Skills Centres Cause Concern

In addition to supporting workplace and community training programs which are not connected to public colleges and institutes, the creation of a network of privately run Community Skills Centres (CSCs) has given rise to a good deal of concern. The mandate of CSCs is to bring the community together to identify training needs and to ensure that those needs are met, either through brokering programs and services or through direct delivery. To date, 14 Centres have been officially announced, many in communities which already house college campuses. Each Centre will be equipped with state-of-the-art telecommunications and instructional technology, purchased with public funds.

College Institute Educators' Association of British Columbia

The College Institute Educators' Association of B.C. represents the professional and labour relations interests of 5,500 college, institute and university-college faculty in British Columbia. CIEA has a special provincial associate membership in CAUT.

The Centres have been the subject of much discussion between CIEA representatives and the Ministry of Skills, Training and Labour. Key among the concerns CIEA has raised is the possible creation of a parallel training structure, not just through the development of private Skills Centres, but also through other components of the Skills Now initiative.

Anticipating Change Throughout the System

Skills Now is part of a larger direction being taken by the British Columbia government. Many in the post-secondary system are awaiting the unveiling of government's strategic plan for post-secondary education. Given the early warning signs, in Skills Now and decisions about newly announced post-secondary institutions, few doubt that the strategic plan will emphasize alternative delivery mechanisms, innovation and access through technology and measures to reduce costs per student. Despite limited funds, government has announced the establishment of two new universities, Royal Roads and the University of the Fraser Valley. Initial information indicates they will not serve 'traditional' students and will not have traditional funding or governance structures.

Likewise, recently published documents reviewing the operations of two provincial community colleges recommend that those institutions increase non government revenue through for profit contract services, offered in competition with the private sector and introduce more flexible delivery modes with reliance on technology and modularized curriculum.

Enrolment growth is focused on areas of applied skills and technical training. Government has sought to lower costs while increasing spaces through new "non-traditional" institutions and alternate modes of delivery.

Protecting Public Institutions

As internal and external pressures for fundamental change mount, faculty and staff are justifiably concerned not only about issues of educational quality, but also about job security. In order to be competitive, institutions increasingly seek to offer new or revised credentials without the encumbrance of quality control mechanisms such as approval by education councils and peer review of faculty and a host of private deliverers are waiting in the wings to pick up training contracts if public institutions cannot deliver the required product at the desired cost.

Faculty in British Columbia colleges and institutes clearly face some challenges if we are to protect educational quality and protect good jobs in the education sector. Bargaining language to protect against the contracting out of faculty work; the establishment of new legislated governance structures giving faculty a formal role in educational policy-making; and organizing the unorganized in an increasingly competitive educational market are part of a strategy to protect public education.

The larger challenge, however, is to convince governments and the public that the dismantling of the public post-secondary education and training system is not in the public interest — a tall order in the market-driven 1990's. CIEA's approach has been to advocate for government to respond at a system-wide level to the labour relations and educational issues involved in educational restructuring. We have also strengthened our work to defend public education and public services in coalition with other education, labour and community organizations and at the local level by increasing resources for internal training and lobbying assistance to ensure that Skills Now and other government initiatives work for, and not against, public institutions. ■

(Roseanne Moran is a Staff Representative with CIEA.)

More Paradise Lost

Higher Superstition:
The Academic Left and Its
Quarrel with Science
By Paul Gross & Robert Levitt

In *Higher Superstition: The Academic Left and Its Quarrels with Science*, Paul R. Gross and Norman Levitt take on "a large and influential segment of the American academic community" which displays a "noteworthy uniformity of tone ... unambiguously hostile" towards science. (p.2) They call this segment "the academic left" and with a wide sweep they have tarred with one brush anyone associated with social constructivism, postmodernism, feminism, environmentalism, Marxism, New Age philosophies, AIDS activism, and animal rights advocacy. Their repeated complaint is that most science critics are so deficient in scientific training and knowledge that they cannot possibly be capable of commenting on whether or not particular scientific practices are problematic. They cling stubbornly to the idea that knowing something about science means following the scientific method. That scientific knowledge might be construed more widely to encompass the realm of social practices and contexts in which scientific work takes place is anathema to them.

Gross and Levitt consistently present an argument that depends upon an insular, self-referential process of evaluation. If an idea or theory is not congruent with their world view, they feel confident in relegating the offending thoughts to that category of knowledge that they feel is unworthy of rational consideration — superstition.

Although they take great pains to impute to themselves only the highest of personal motives in writing this book, they display a propensity to adopt an arrogant, sneering, and condescending attitude toward the individuals that they critique. As a result, the book rings with a nasty tone throughout. One social theorist, for example, is characterized as incautious, a true believer, a dogmatist, bizarre, moralistic, a bully, pugnacious, illogical, childish, and silly — and this all in a single paragraph! (p.54)

Such an approach betrays the real motives behind *Higher Superstition*. Gross and Levitt have set out to defend an extremely conservative ideological position against a wide spectrum of scholars and activists who have been advocating for social change within science and technology. Although they claim that their main concern is with a lack of scientific understanding among social critics — a concern that would be accorded some merit if carefully developed — it becomes clear that this concern is a guise for a more deeply held conviction: namely, that scientific knowledge is a privileged form of knowledge and if science is allowed to lose some of its lustre, then so too might scientists — then so too might Gross and Levitt.

The real thrust of this book, then, is to lay some ideological groundwork for the implementation of restrictive and intrusive policies within the university. It is an attack on academic freedom. Gross and Levitt want to impose upon others their restrictive views of what properly constitutes science and science education. For example, they write that: "It has been traditional, in the academy, for the humanists to let the scientists do their own hiring, firing, and promotion, and for the scientist to reciprocate ... The proliferation of would-be science critics and epistemologists among left-wing humanists raises serious questions about this cozy arrangement." (p.255)

Apparently, Gross and Levitt want the power to exclude from the academy ideas and individuals that they find objectionable. What they wants is to "reconquer lost territory," (p.256) to regain the prestige and power that they feel they have lost.

How should those who are relegated to this "academic left" react to such a program? The lasting damage of the "political correctness" debacle demonstrates that fear-mongering of this kind echoes with considerable resonance through populat culture.

Despite their overtures to engage in dialogue and debate with "the academic left," Gross and Levitt are well aware that there is little likelihood that anyone situated within is going to take their book very seriously. Their real goal, it would seem, is to create a sense of alarm and garner support for their project among an audience of "...scientists, engineers, physicians, and other scientifically well-informed people," (252) who they hope will not have the knowledge and skills to recognize an anti-democratic diatribe for what it is.

Moral Panic: Biopolitics Rising
By John Fekete

John Fekete's book, *Moral Panic: Biopolitics Rising* is designed to evoke similar fears among the academic community as does *Higher Superstition*, only this time it isn't just science which is under threat but anyone and everyone who might come into contact with proponents of "the movements and institutions that say they are fighting against racism, sexism and the like." (p.13) Fekete claims that Canadian universities and government agencies are being overrun with individuals who preach and practice biopolitics, "a new primativism which promotes self-identification through groups defined by categories like race or sex." (p.22) These groups, he charges, operate by producing within communities, a "fearful imaging of shifting or collapsing boundaries in the meanings, values, codes, and institutions that make up our cultural world." (p.22-23). In short, they (read: feminists) create a state of moral panic which fosters an irrational attitude towards a fictive, biologically-defined group — "men."

That there are individuals and groups within academic communities that employ questionable and manipulative means to satisfy their interests is not in dispute. Some of these people indeed describe themselves as feminists, but with this book Fekete offers little if anything to members of the academic community for negotiating a solution to the very real problems of power-sharing in the university. When he does touch upon salient points of contention, such as the use and abuse of statistical data in the social sciences, or the bungling of administrative representatives in university harassment cases, he fails to develop these ideas in a constructive way. Instead, he opts to launch into torrents of invective, alarmist rhetoric and some very bizarre interpretations of women's experiences.

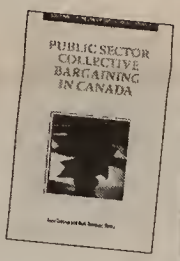
Fekete's book in this sense is very similar to Gross's and Levitt's. While piously insisting that he has only the noblest of intentions in his quest to challenge the dominant cultural discourses in [his] milieu (p.11), he displays an utter lack of empathy for women who have experienced violence or sexual assault; he repeatedly constructs men as the real victims of societal harassment; he offers unabashed apologia on behalf of individuals who have admitted to some rather unpleasant behaviours in the classroom; and he implies that most women and university administrators are feckless dupes of the biopoliticians.

That this is a book seething with scarcely hidden hostility suggests that it serves merely as an outlet for Fekete to vent his anger at what he perceives as those individuals who are responsible for the decline in prestige and status of the great men of knowledge — university professors who no longer hold all the power and who no longer receive all the rewards. Fekete may well be "at odds with the sexual politics of storytelling at the end of the century," (p.12) but his is an entirely onesided story that tells us little about the nature of power construction in the academy, while revealing quite a bit about the nature of the storyteller. ■

(Reviews by Anne Catensby with Janice Newson. Anne Catensby is a Ph D. student in the Social and Political Thought Program at York University and a former research biologist. Janice Newson is a faculty member in the Sociology Department at York University.)

QUICK REVIEWS

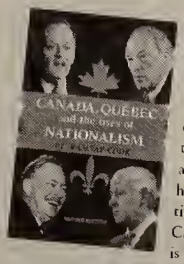
Public Sector Collective Bargaining in Canada



Edited by Cene Swimmer and Mark Thompson, Industrial Relations Centre Press, Queen's University, 446 pp.; paper, $45.00

The federal and most provincial governments have demanded wage freezes and/or concessions from public sector unions, in the name of deficit reduction. Rather than obtaining these changes through the established route of collective bargaining, most governments have resorted to legislation which overrides existing collective agreements. Canada's progressive system of public sector collective bargaining has never been under such attack from so many quarters, and it may be in danger of being permanently dismantled. This epitomizes the difference between private and public sector labour relations: the state changes from the informal umpire to a party of direct interest with the ultimate power to modify the rules in the middle of the game.

Canada, Quebec, and the Uses of Nationalism



By Ramsay Cook, second edition, McClelland & Stewart Publishing, 296 pp.; paper, $19.99

How did Canadians reach this point? How did nationalism come to threaten the future of the entire country? Is there a solution? These are among the questions tackled by the noted historian Ramsay Cook in this important and timely book about the clash of cultures in Canada, *Canada, Quebec, and the Uses of Nationalism* is in effect a totally new book, since this revised and expanded edition contains eight new chapters. It provides fascinating reading for anyone interested in Canada's past, its present, or its future. The book's main focus, of course, is on Quebec nationalism — and how it grew over the centuries. But it also raises the question of Aboriginal nationalism, recounting the relationship between Europeans and the natives of North America over the centuries. And it traces the progress of English Canadian nationalism and its defiant stand against the power of the United States. The book offers solutions. A "civic society" that enshrines our common values of citizenship, the duality of languages, and the diversity of cultures, Ramsay Cook argues, is the best future for Canadians. He stresses that it is certainly far better than what "a newly minted External Affairs officer about to take up his first posting in Belgrade" proposed a number of years ago: "that the future of Canada lay in the Yugoslavian solution!"

NEW RELEASES

Trudeau and Our Times Volume II: The Heroic Delusion

By Christina McCall and Stephen Clarkson, McClelland & Stewart; 592 pp, cloth $29.95

Understanding and Promoting Transformative Learning: A Guide for Educators of Adults

By Patricia Cranton, Prentice Hall Canada; $44.50

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PAEDIATRICS
PHYSICS
PHYSIOLOGY
POLITICAL SCIENCE
PSYCHIATRY
RESOURCE & ENVIRONMENTAL MANAGEMENT
VETERINARY MEDICINE
ACCOMMODATION

AGRONOMY

UNIVERSITY OF MANITOBA - The Department of Plant Science, University of Manitoba, invites applications for a tenure-track position as Assistant Professor in Agronomy and Crop Management. Candidates must have a B.Sc. in Agriculture or equivalent and a PhD in Agronomy, Crop Ecology, Cropping Systems or a closely related area. Proven experience in planning and conducting field research, and in experimental design and analysis, is essential. A knowledge of weed ecology and control would be a definite asset. Preference will be given to candidates with excellent communication skills, a strong publication record, proven teaching experience and leadership qualities. The successful candidate will be expected to teach diploma, bachelor's degree, and post-graduate courses in crop science (including weed and pest management) and supervise post-graduate students. As well, it is expected that the successful candidate will develop a strong research program supported by external funding, work collaboratively with other Faculty members and scientists at other institutions, and interact regularly with agricultural producers, extension specialists and agribusiness. Expected annual starting salary will be between $35,330 and $50,000 plus benefits depending on qualifications and experience. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people and persons with disabilities. The University offers a smoke-free work environment, save for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents. Applications including a curriculum vitae, transcripts, statements of teaching and research interests, reprints of recent publications and the names, addresses and phone numbers of three referees should be submitted to: Dr. G.M. Ballance, Acting Head and Chair of Search Committee, Department of Plant Science, University of Manitoba, Winnipeg, Manitoba, Canada R3T 2N2 Closing date for receipt of applications is July 31, 1995

ANIMAL & POULTRY SCIENCE

UNIVERSITY OF GUELPH - The Department of Animal and Poultry Science, University of Guelph, and the Centre for Genetic Improvement of Livestock invite applications for a contractually limited Senior Research Associate position in dairy cattle breeding. The position has an initial but renewable term of 5 years and is funded by the dairy cattle breeding industry in Canada. Requirements for the successful candidate include a PhD in animal breeding, demonstrated high research productivity in the field of mixed models and applied to livestock breeding, exceptional skills in statistical analysis of large data sets, and knowledge of the dairy cattle breeding industry. Expertise in application of non-linear models for statistical analysis or in economic aspects of genetic improvement of livestock is desirable. Topics of interest to the supporting agencies will constitute the main responsibility of the position, but scope for new research initiatives exists in this position. The incumbent will be expected to make application for additional funding to pursue research interests. This position does not carry any formal teaching responsibilities, but involvement and interaction with graduate students is expected, including becoming an Associate Graduate Faculty member of the University. In addition, participation in the Department's and Centre's seminars and workshops, and in scientific and industry meetings are expected. The successful candidate would be a member of the Centre for Genetic Improvement of Livestock, which consists of a large complement of scientists involved in all aspects of genetic improvement of livestock. The Centre has excellent computing facilities and access to data bases. Applications with full resume and names of three persons who may be contacted for references should be submitted no later than June 30, 1995 to Dr. A.M. Gibbins, Chair, Department of Animal and Poultry Science, University of Guelph, Guelph, Ontario, Canada N1G 2W1. Appointment is subject to final budgetary approval. For further information, please contact Dr. Jim Wilton (telephone: 519-824-4120, ext. 3647; e-mail: jwilton@aps.uoguelph.ca) or Dr. Jack Dekkers (telephone 519-824-4120, ext 3650; e-mail: jdekker@aps.uoguelph.ca). The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities, and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ART HISTORY

McGILL UNIVERSITY searches for a Tenure Track Assistant Professor in either Medieval or 14th to 16th-century European Art, starting January 1, 1996, or as soon thereafter as possible. Required: PhD and a strong record of quality teaching and research. The candidate is expected to demonstrate the ability to place their field of expertise in a more global perspective, and to teach in areas beyond their immediate specialization. Teaching responsibilities include work at the undergraduate and graduate levels. Candidates for this position must have full oral and written competence in both English and French. Application deadline is September 1, 1995, or until position has been filled. Please send application, statement of teaching philosophy/methods and two letters of reference to: Hans J. Böker, Chair, Department of Art History, McGill University, 853 Sherbrooke Street West, Montreal, Quebec, Canada H3A 2T6; Tel.: (514)398-6541; Fax.: (514)398-7247. In accordance with Canadian immigration requirements this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

BUSINESS

UNIVERSITY OF MANITOBA. Faculty of Management. Applications are invited for tenure-track positions in the areas of (i) accounting and (ii) finance with one position available in each area. Positions are subject to budget approval. Rank is open based on qualifications and experience. Visiting appointment is also possible. PhD or DBA, completed or near completion is required. Duties include research and teaching at the undergraduate and graduate levels. Salary is competitive and will depend on qualifications, experience and research record. Appointment date is open. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University provides a smoke free work environment, save for specially designed areas. Priority consideration will be given to Canadian citizens and permanent residents. Applications should be sent to: Dr. Lawrence I. Gould, Head, Department of Accounting and Finance, University of Manitoba, Winnipeg, Manitoba R3T 5V4 Application deadline is July 31, 1995.

Simon Fraser University
Lecturer in Writing and Rhetoric

This position is associated with the English Department's Writing Centre, and combines research and teaching. Duties will include teaching writing courses, consulting with Writing Centre clients, collaborating in supervising the Writing Centre, conducting research and designing university-wide professional development programmes in the teaching of writing.

Qualifications: demonstrated research and teaching ability in areas related to writing in academic settings; familiarity with current research and theory in the teaching of writing. Experience in designing and conducting professional development programmes would be a definite asset, as would be the ability to teach a range of courses in the English Department. PhD in relevant area is preferred.

Starting date for this position is January 1, 1996
Competition closes: **August 1, 1995**

Terms of employment:
In accordance with Canadian immigration requirements, this announcement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment, and offers equal employment opportunities to qualified applicants.

This position is subject to final budgetary approval.

A current up-to-date CV including 3 letters of reference must be submitted to:

Dr. Kathy Mezei, Chair
Department of English
Simon Fraser University
Burnaby, BC V5A 1S6

McMASTER UNIVERSITY FACULTY POSITION

The Department of Materials Science and Engineering invites applications for a probationary (tenure-track) position at the Assistant or Associate Professor level in the field of steelmaking. The successful applicant will be expected to carry out research in chemical kinetics and transport phenomena applied to ferrous metallurgy processes, and have a demonstrated interest in the primary end of the steel industry. This position will commence on January 1, 1996, subject to final budgetary approval.

Applicants must have a PhD degree in a relevant field and be registered as a Professional Engineer of Ontario, or be eligible to become registered within three years of initial appointment. Applicants will be required to carry a full teaching load, as assigned by the Department Chair, teaching undergraduate courses in the Materials Science & Engineering Department, as well as teaching graduate courses in their specialty.

McMaster University has an employment equity programme that encourages applications from all qualified candidates including women, aboriginal people, persons with disabilities and racial minorities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Applications including curriculum vitae, a short statement of research and teaching interests, and a list of at least three referees should be sent to **Dr. M.B. Ives, Chair, Department of Materials Science and Engineering, McMaster University, Hamilton, Ontario L8S 4L7, Canada, Fax (905)528-9295, email: chmstengr@mcmaster.ca.** Deadline for applications is **August 31, 1995.**

DEAN, SCHOOL OF ARCHITECTURE AND LANDSCAPE DESIGN
UNIVERSITY OF TORONTO

The University of Toronto invites nominations and applications for the position of Dean of the School of Architecture and Landscape Architecture (SALA). With a student body of 330, the School offers two five-year undergraduate professional degree programs — the Bachelor of Architecture program and the Bachelor of Landscape Architecture program. SALA is committed to being a centre of research, creative practice, teaching and critical discourse in the disciplines and professions of architecture and landscape architecture in ways that are of local, national and international significance.

Candidates should possess a distinguished record of scholarship consistent with an appointment at a senior professorial level. Candidates should also have proven skills in communication and consensus-building with faculty, staff, students, alumni, and the professional community.

The appointment will be at an appropriate academic rank and at a salary level commensurate with experience. The preferred starting date is July 1, 1996. Applicants should send a curriculum vitae and the names and addresses of 3 referees by **July 7, 1995 to Professor Adel S. Sedra, Vice-President and Provost, University of Toronto, 27 King's College Circle, Rm. 225, Toronto, Ontario M5S 1A1**

This advertisement is directed to Canadian citizens and permanent residents. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF SASKATCHEWAN
Invites applications and nominations for the position of
DEAN OF PHYSICAL EDUCATION

The University of Saskatchewan has a student population of approximately 19,000 in 13 colleges. The College of Physical Education is one of seven health science colleges on the campus. The college has 20 full-time faculty with responsibility for 380 undergraduate and 25 graduate students studying for the B.S.P.E., M.Sc., and Ph.D. degrees. There is also a combined B.S.P.E./B.Ed. program. There are 3 undergraduate program areas: Exercise and Sport Studies, Physical Education Studies, and Leisure and Sport Management Studies. The graduate areas of specialization are Bchavioral and Functional. The College is also responsible for University Athletics (11 teams with 300+ athletes), Campus Recreation (6,000+ participants), and Ancillary Physical Activity Programs.

The successful candidate will be an established scholar with proven administrative ability. The Dean will have demonstrated a dedication to excellence in research and teaching and will possess the necessary administrative and management skills to provide dynamic leadership within the College. He or she will also be involved in the University's general academic leadership. The Dean will hold an academic appointment as a professor. Salary will be commensurate with qualifications and experience.

The appointment, effective July 1, 1996, will be for a term of five years in the first instance. Nominations and applications with complete resumes will be accepted until **October 15, 1995** and should be submitted to:

Dr. Patrick J. Browne, Vice-President (Academic)
University of Saskatchewan
216 Administration Building, 105 Administration Place
SASKATOON, SK S7N 5A2

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The University of Saskatchewan is commited to the principles of Employment Equity and welcomes applications from all qualified candidates. Women, people of Aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their application.

U N I V E R S I T Y O F W A T E R L O O

Bell Canada/NSERC Industrial Research Chair in Telecommunication Software System Reliability Engineering

The Department of Electrical and Computer Engineering at the University of Waterloo seeks candidates for appointment to the Bell Canada/NSERC Industrial Research Chair in Telecommunication Software System Reliability Engineering. The Chair is funded by Bell Canada and by the Natural Sciences and Engineering Research Council of Canada (NSERC) through its Industrial Research Chair program. The Chair involves two faculty positions, two support staff positions and a number of graduate students. The funding is available for an initial five-year period, with the possibility of renewal for another five years.

The Chair research will focus on reliability engineering of telecommunication software systems. Of specific interest are the issues within the bounds of software reliability modeling, software reliability monitoring and related telecommunication software quality issues. The Chair research activities will involve significant interactions with the industrial sponsor. The chairholders will build, manage and lead a strong research team. The results of the Chair research are expected to advance the state of knowledge in reliability engineering of telecommunication software and assist the industrial sponsor in reliability engineering of its software systems. The research Chair will be supported by the facilities available at the Bell Canada Software Reliability Laboratory recently established at the University of Waterloo.

The two chairholders will be appointed as tenured or tenure-track faculty members in the Department of Electrical and Computer Engineering. They should have a doctoral degree in Computer Engineering, Electrical Engineering or Computer Science and a strong commitment to research and teaching.

The candidate for one of the two positions should be qualified at the level of full professor. He/she must have background and experience relevant to the research orientation and activities of the Chair including research record in software reliability engineering or closely related area of expertise in software reliability/quality, telecommunication industry experience or software systems development experience and good understanding of the assumptions underlying telecommunication software (or a willingness to work with the industrial sponsor to acquire these). Analytical capability in reliability modeling is viewed to be equally important to the background in the telecommunication industry.

The candidate for the other position should be qualified for a tenured academic position. He/she must have background and experience relevant to the research orientation and activities of the Chair including substantial industrial experience in development of telecommunication software and research record in the field of software reliability engineering.

The Department of Electrical and Computer Engineering has currently 44 full-time professors, 160 graduate students, over 1000 undergraduate students and an annual research expenditure of $5.5 million. The University of Waterloo is a leader in the field of computing.

Candidates should send their resumes to:

Professor B.R. Preiss
TSSRE Chair Search Committee
Department of Electrical and Computer Engineering
University of Waterloo, Waterloo, ON Canada N2L 3G1

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native people and persons with disabilities. This appointment is subject to the availability of funds.

ANNONCES CLASSÉES

THE UNIVERSITY OF WESTERN ONTARIO - Western Business School seeks candidates for a tenure track, tenured, or limited-term contract position in the area of Finance. Appointments at the Assistant, Associate, or Visiting Professor ranks will be considered. The position requires that the candidate have a PhD or DBA in Finance completed or near completion. Individuals should have the potential for excellence in both teaching and research. Western Business School is Canada's premier business school, recognized worldwide for the quality of its management education. The School's major activities include a highly regarded full-time MBA program of 400 students, an executive MBA program, a newly established video conference executive MBA program, a small selective honours undergraduate program of 300 students, a well-established doctoral program, and an expanded portfolio of executive education programs for functional managers, as well as industry-specific, and company-based programs. The School is the editorial base for the Journal of International Business Studies. Members of the faculty are expected to build relationships with the business community. Successful candidates will teach in the degree-granting programs, conduct research, and participate in executive education opportunities. The case method is used extensively; however, different methods and pedagogical innovations are encouraged. Excellence in classroom teaching and course development is highly valued. The School supports faculty research dealing with issues of significant relevance to practicing managers. This position is subject to budget approval. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian Citizens and Permanent Residents of Canada. Applicants for this position should send their curriculum vitae to Professor Ken Hardy, Associate Dean, Western Business School, The University of Western Ontario, London, Ontario, Canada N6A 3K7

BUSINESS ADMINISTRATION

UNIVERSITY OF WINDSOR - Faculty of Business Administration. Applications are invited for a limited Term position, at the Assistant Professor rank, in Finance, effective July 1, 1995 or January 1, 1996. Applicants should have teaching experience and research interests in (i) corporate finance, and (ii) investments and portfolio management. Both effective teaching and quality publications will be expected. Candidates must possess, or be close to completion of, a doctorate. Salary and benefits are competitive. The University of Windsor is committed to employment equity and welcomes applications from Aboriginal Peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Consideration of applications will commence June 15, 1995. Candidates should send a curriculum vitae and the names of three referees to: Dr. Rein Peterson, Dean, Faculty of Business Administration, University of Windsor, Windsor, ON N9B 3P4, Telephone: (519)253-4232, ext. 5059.

BUSINESS ADMINISTRATION & COMMERCE

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - Applications are invited for a two-year contractual faculty position in Strategic Management/Strategic Leadership at the rank of Assistant Professor commencing September 1, 1995. Applicants should have a PhD in Strategic Management/Strategic Leadership, or be near completion of their doctorate, and should have a demonstrated commitment to teaching and research in a university environment. Approximately 700 students are registered in the Co-operative undergraduate program, while the MBA program has approximately 135 students, mostly part-time. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send two copies of their curriculum vitae and names of three references to Dr. Bill Blake, Dean, Faculty of Business Administration, Memorial University of Newfoundland, St. John's, NF A1B 3X5, Canada; telephone (709)737-8851, fax (709)737-2467.

Queen's University at Kingston
Dean - Faculty of Arts and Science

The University invites nominations and applications for the position of Dean of the Faculty of Arts and Science. The appointment will be for a renewable five-year term commencing as soon as possible following selection and will include a continuing academic appointment. The Dean will he expected to provide a strong academic leadership to a diverse group of academic departments which includes nearly 500 faculty members and more than 6000 students in a wide range of programs. The Dean is assisted by four Associate Deans; together with heads of departments, they are responsible for academic planning and development in the faculty.

The Dean reports to the Vice-Principal (Academic) and has responsibility for the supervision of the teaching programs, research activities, budget and academic staffing of the Faculty. As the administrative head of the largest academic unit in the University, the Dean is frequently involved in wider University affairs.

The successful candidate will have had substantial administrative experience at a senior level, an outstanding record of leadership and will have demonstrated high achievement in teaching, research and administration.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities.

Written nominations or applications for the position, accompanied in the latter case by a resume of qualifications and experience, and names and addresses of three referees should be sent no later than **July 31, 1995** to:

Dr. William C. Leggett
Principal and Vice-Chancellor
Richardson Hall, Room 206
Queen's University
Kingston, Canada K7L 3N6

OUTDOOR RECREATION & TOURISM FACULTY POSITION

The University of Northern British Columbia is a new Canadian university which opened in September, 1994. UNBC has a regional mandate to serve the northern two thirds of the Province, with regional offices in Prince Rupert, Fort St. John and Quesnel, and a main campus located in Prince George (population 72,000). The Faculty of Natural Resources and Environmental Studies invites applications for a faculty position in the Outdoor Recreation and Tourism Programme.

This program focuses on the management of natural, cultural and tourism resources with particular attention to wilderness areas, Provincial and Federal Parks, First Nations lands, tourism settings, and other forest, range, watershed and wildland areas. Management of these areas and resources requires knowledge of the management of recreation and tourism systems, park and wildland operations and associated natural resources management skills. Emphasis will be placed on northern and rural areas, both for management and research concerns.

Candidates for this position should be well versed in a variety of topics related to resource-based tourism and recreation management including business and commerce, commercial recreation, marketing, entrepreneurship and market research methods appropriate for tourism and recreation settings. Preference will be given to those possessing a doctorate in recreation, tourism or a related field and with experience in the areas of recreation and tourism management, marketing, commercial aspects, and the development of tourism operations.

The closing date for applications is September 1, 1995, with a preferred start date of January 1, 1996. Please forward your curriculum vitae and the names, addresses and phone numbers (including fax and e-mail) of three references, to: **Dr. Alan Ewert, Outdoor Recreation & Tourism Programme, Faculty of Natural Resources and Environmental Studies, c/o Director of Human Resources, University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 4Z9. Fax (604) 960-5695**

UNBC
University of Northern British Columbia

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF SASKATCHEWAN
Invites applications and nominations for the position of
DEAN OF COMMERCE

The University of Saskatchewan offers an outstanding opportunity to candidates committed to the development and direction of a College of Commerce dedicated to excellence in teaching, scholarship, and community service. The Dean is responsible to the Vice-President (Academic) for the leadership and administration of the academic programs, budgets, and activities of the College.

The College of Commerce consists of four departments and offers general and honors undergraduate programs leading to the degree of Bachelor of Commerce. Graduate programs are offered leading to the degrees of Master of Business Administration and Master of Science. The College also offers non-degree programs in Business Administration, Hospital and Health Care Administration, and Labor Studies as well as two executive programs for managers and business executives. Enrollment in the four year Bachelor of Commerce program for 1994-95 was about 1500 full and part-time students; approximately 160 graduate students were enrolled in full and part-time study. The College has recently received a substantial gift from a major provincial industry and will establish an endowed chair as well as develop plans for a major expansion of its capital facilities. The University has approximately 19,000 students registered in 13 colleges.

The Dean will provide dynamic leadership within the College and will be an established scholar with proven administrative ability. The Dean will normally hold an academic appointment as a professor. The Dean will also be involved in the University's general academic leadership, and will foster good working relationships with professional and business organizations within the community. The appointment, effective July 1, 1996, will be for a term of five years in the first instance.

Nominations and applications with complete resumes will be accepted until **October 15, 1995** and should be submitted to:

Dr. Patrick J. Browne, Vice-President (Academic)
University of Saskatchewan
216 Administration Building, 105 Administration Place
SASKATOON, SK S7N 5A2

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The University of Saskatchewan is committed to the principles of Employment Equity and invites applications from all qualified candidates. Women, people of Aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their application.

UNIVERSITY OF SASKATCHEWAN
Invites applications and nominations for the position of
DEAN OF EDUCATION

The University of Saskatchewan offers an outstanding opportunity to candidates committed to the development and direction of a College of Education dedicated to excellence in teaching, scholarship, and community service. The Dean is responsible to the Vice-President (Academic) for the leadership and administration of the academic programs, budgets, and activities of the College.

The College of Education consists of five departments and other academic units in the areas of administration, curriculum studies, exceptional children, foundations, psychology, and Indian Teacher education. The College offers several types of programs leading to the Bachelor of Education degree for elementary and secondary teachers, and a program leading to a Bachelor of Music in Music Education. Graduate degree programs and post-graduate diploma programs are offered in most areas. Enrollment in the four year Bachelor of Education program for 1994-95 was about 1900 and about 350 graduate students in full and part-time studies. The University has approximately 19,000 students registered in 13 colleges.

The Dean will provide dynamic leadership within the College and will be an established scholar with proven administrative ability and a demonstrated record of support for educational equity. The Dean will hold an academic appointment as a professor. The Dean will also be involved in the University's general academic leadership. The appointment, effective July 1, 1996, will be for a term of five years in the first instance.

Nominations and applications with up-to-date *curricula vitae* will be accepted until **October 15, 1995** and should be submitted to:

Dr. Patriek J. Browne, Vice-President (Academic)
University of Saskatchewan
216 Administration Building, 105 Administration Place
SASKATOON, SK S7N 5A2

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates. Women, people of Aboriginol descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their application.

referring to competition number FBA-01-95 Deadline for receipt of applications is June 30, 1995. Memorial University of Newfoundland is committed to employment equity.

CHEMISTRY

UNIVERSITY OF WATERLOO - The Department of Chemistry, University of Waterloo invites applications for a tenure-track position in polymer chemistry at the assistant professor level. Interested applicants should have a strong background in the physical chemistry/properties of polymers and current/future research interests in the broadly defined area of polymeric materials science. The successful candidate will be expected to teach at both undergraduate and graduate levels. The University of Waterloo provides a quality teaching and research environment at the undergraduate and graduate levels and has a wide range of facilities for polymerization, polymer characterization and processing. Interactions with other researchers active in differens areas of polymer researrh is facilitated through the Institute of Polymer Research, comprised of academic and industrial members with interests in polymer science. Applications will be accepted until June 30, 1995, and the tentative starting date is January 1996. Applicants should submit their curriculum vitae and an outline of their proposed research, and arrange to have three recommendation letters sent on their behalf to The Chair, Department of Chemistry, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

Faculty of Science
Department of Nursing and Health Studies

ASSISTANT PROFESSORS LECTURERS

Bachelor or Science in Mental Health

(Subject to funding and program approval by the Province and the University)

This four year program is a new initiative planned to be offered for the first time in September, 1995. The graduates will be eligible to write qualifying examinations for registration as a Psychiatric Nurse in Manitoba. The Department of Nursing and Health Studies wishes to fill a number of positions, some of which will commence in September, 1995. Successful candidates will be primarily responsible for developing and teaching a series of related courses throughout the 4 year B.Sc.M.H. program. Sucessful candidates will also be expected to facilitate labs and clinical practice. The program could eventually have approximately 200 students taking courses on campus or by distance education.

Qualifications:

1. Minimum qualifications are a Master degree, PhD preferred, in a discipline relevant to psychiatric nursing, such as Mental Health Nursing, Psychology, Sociology, Nursing, Pharmacology, Neuroscience or Social Work
2. One degree must be in psychatric nursing or a related field
3. University teaching, research, and/or clinical experience in related fields.
4. Eligible for membership with the R.P.N.A.M. or significant psychiatric nursing experience.
5. Relevant teaching experience in psychiatric nursing at the diploma or baccalaureate level
6. Work effectively within a collegial environment and relate well with the program's public.

Applications will be accepted until position is filled. It is hoped that these positions will be tenure track positions with rank and salary commensurate with qualifications; however, all of these positions are subject to appropriate funding and government and university approval of the program. (Assistant Professor $37,798 - $56,856).

In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian Citizens and permanent residents. Both women and men are encouraged to apply.

Send *curriculum vitae* and three references to:
Chair, Department of Nursing and Health Studies
270 Eighteenth Street
Brandon University
Brandon, Manitoba R7A 6A9
FAX: (204) 726-5793

Frank H. Sobey Faculty of Commerce
Area of Business Computing

The Department of Finance and Management Science at Saint Mary's University invites applications for limited-term and tenure-track positions in the area of Business Computing. The successful candidate will be required to teach three courses per term in our Business Computing program including Introduction to Computers, Database, Decision Support Applications, Data Communicatten, Computer Configurations and System Analysis and Design (using CASE tools) for both undergraduate and graduate students. Applicants must possess at least a master's degree in a computer related area. Preference will be given to those with University teaching experience and those possessing a PhD in the appropriate field.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and people with disabilities.

Position effective September 1, 1995. Applicants should send a curriculum vitae, graduate transcript, teaching evaluations and three letters of reference prior to **July 15, 1995** to: **Dr. Francis Boabang, Chair, Department of Finance and Management Science, Saint Mary's University, Halifax, Nova Scotia B3H 3C3.**

CHEMISTRY & BIOCHEMISTRY

UNIVERSITY OF GUELPH - The Department of Chemistry and Biochemistry at the University of Guelph invites applications for a full-time tenure-track position at the rank of Assistant Professor in the area of Biochemistry. Candidates must have a PhD degree and some post-doctoral experience. Candidates are expected to develop a productive research programme, to supervise and teach graduate students under the auspices of the Guelph-Waterloo Centre for Graduate Work in Chemistry, and to have a strong commitment to teaching undergraduate students in the area of biochemistry. The Guelph-Waterloo Centre for Graduate Work in Chemistry is one of the largest graduate programs of its kind in Canada, with 180 graduate students, one quarter of whom are biochemistry students. There are excellent facilities for biochemical and molecular biology research, animal and bacterial cell culture and modern biochemical analysis. Salary will be commensurate with qualifications and experience. Candidates should submit by July 31, 1995, a curriculum vitae, a statement of research experience and interests, and arrange to have three letters of reference sent to: Dr. Robert McCrindle, Chair, Department of Chemistry and Biochemistry, University of Guelph, Guelph, Ontario N1G 2W1. Fax (519)766-1499. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minority groups, and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The appointment is subject to final budgetary approval.

CLASSICS

UNIVERSITY OF SASKATCHEWAN. Applications are invited for a temporary appointment in Classics at the Instructor level for ten months, the appointment to date from September 1, 1995. We are seeking a Classicist able to teach courses in Greek and Roman Civilization, Myth, and Elementary Greek. Evidence of success in teaching languages and large classes in translation preferred. Please send letter of application, c.v., and the names of three referees who are sending letters in support of your candidacy to: J.R. Porter, Acting Head, Department of Classics, University of Saskatchewan, Arts Building, Room 617, 9 Campus Drive, Saskatoon, SK S7N 5A5. The University of Saskatchewan is committed to the principles of employment equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their applications. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Deadline for applications is June 30, 1995.

EDUCATION

BISHOP'S UNIVERSITY - Graduate School of Education. Tenure-track faculty position. The Graduate School of Education uses an integrated team approach for offering quality, pre-service and in-service teacher training. To complement this team, we seek an individual who is highly committed to training professional educators for a new age. While we seek a generalist with a wide variety of educational experiences, candidates are expected to complement the team with an expertise in educational psychology (emphasis on inclusionary education) and one or more of following: Philosophy of Education, Methods courses in one or more subjects. Duties include supervision of practice teaching, representing the School on internal or external committees, membership on the Admissions Committee to the programs and supervision of Masters Theses. The ideal candidate will have a PhD (or near completion), teaching experience at the elementary and/or secondary levels and university teaching experience. A working knowledge of French and knowledge of the Quebec educational milieu will be considered assets. The appointment will be made at the Assistant Professor level. Interested candidates should send their application with a curriculum vitae, and arrange for three references to be sent directly to: Dr. W.D. VanBalkom, Chair, Graduate School of Education, Bshpp's University, Lennoxville, Que J1M 1Z7. The appointment date is July 1, 1995, or as soon as possible, thereafter. The Appointment Committee will start its deliberations immediately and continue until a suitable candidate has been found.

ENDOCRINOLOGY

THE UNIVERSITY OF MANITOBA - The Department of Internal Medicine, in the Faculty of Medicine, at the University of Manitoba, is seeking an academic Endocrinologist. The Endocrine Program is based at two sites, the Health Sciences Centre and the St. Boniface General Hospital. This is a geographical full-time contingent position, and requires an individual with clinical and teaching skills to further the aims of undergraduate and postgraduate teaching and research in Endocrinology/Metabolism. Candidates must have senior specialty qualifications in Internal Medicine in the country of current practice and be eligible for registration with the College of Physicians and Surgeons of Manitoba. Certification in Endocrinology/Metabolism by the Royal College of Physicians and Surgeons of Canada is preferred. Experience as a consultant in Endocrinology/Metabolism is essential. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. In accordance with Canadian Immigration requirements, this advertisement is directed at Canadian citizens and permanent residents. Salary and rank will be commensurate with experience and academic qualifications. Applications should be accompanied by a curriculum vitae and a list of publications, as well as the names of three referees. Please send correspondence to: Dr. Aubie Angel, H.E. Sellers, Professor and Head, Department of Internal Medicine, Room GC 430, Health Sciences Centre, 820 Sherbrook Street, Winnipeg, Manitoba R3A 1R9. Closing date for receipt of applications is July 15, 1995.

ENGINEERING

McMASTER UNIVERSITY - The Department of Electrical and Computer Engineering (ECE) at McMaster University invites applications for the positions of Assistant or Associate Professor in the field of Software Engineering. One is a probationary (tenure-track) appointment and the second will be a contractually limited appointment. The start date is negotiable. The applicant must have a PhD degree in a

Executive Director Student Services

Athebesca University, Canada's leading Open University, is seeking a dynamic individual to serve in the newly created position of Executive Director Student Services. Reporting to the President, the Executive Director Student Services will contribute to university-wide strategic decision making and policy development.

The Executive Director Student Services will heve direct responsibility for the effective management and coordination of the following administrative units: Office of the Registrar, Library, Regional Learning Centres, Course Materials, and Computing Services. The incumbent will work closely with service departments, academic centres, and the Athabasca University Students' Association to enhance the quality and diversity of all non-academic student services.

The ideal candidate will possess proven skills in advocacy, conflict resolution, policy development, communication, information technology system management, program development, delivery, and evaluation.

Candidates for this position should possess the following combination of education and experience:
- graduate degree (PhD preferred)
- 5 years senior management experience
- direct experience in distance education.

The successful candidate will also have a record of relating effectively with adult students and of demonstrating empathy for the complex issues faced both by participants in and providers of open learning distance education.

Athabasca University develops and maintains an environment which supports equitable working conditions for members of groups traditionally under-represented in universities. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

Based in Athabasca, the position of Executive Director Student Services is a five year renewable contract. An attractive salary and benefits package is available. Applications should be accompanied by a curriculum vitae and three references, and should be directed to Clint Meltors, Human Resources, Box 10,000, Athabasca, Alberta, T9S 1A1 by July 15, 1995. Further information about the position may be obtained by contacting Dr. Dominique Abrioux, President, at (403) 675-6104.

Athabasca University

Hamilton New Zealand

Senior Lecturers In Psychiatry

Vacancy No: MH: 02/35 (2 positions)

Health Waikato is pleased to be associated with the University of Auckland in establishing a Waikato Academic Division of the School of Medicine at Waikato Hospital.

The Division, which officially opened in December 1993, is based in a completely refurbished education facility, featuring a 200 seat auditorium with the latest audio-visual equipment, seminar and tutorial rooms, clinical facilities, office space, staff accommodation and catering facilities.

A Head of Division and Research Co-ordinator have already been appointed, and a research and development unit is also being developed to oversee basic and clinical research.

Health Waikato has the patient population and a depth of experience in clinical services to make a valuable teaching resource for the School of Medicine.

The two positions of Senior Lecturer in Psychiatry are the first positions to be advertised for the Waikato Division of the School. The appointees will be based in Hamilton with 5/10 academic duties and 5/10 clinical duties.

New Zealand has a unique quality of life with its pleasant climate, easy access to a wide range of recreational activities and facilities.

Hamilton city, New Zealand's largest inland city, is centrally located in the North Island. Within two hours from Hamilton you can be either trout fishing, snow or water skiing or relaxing on the West or East Coast beaches. Within the boundaries of the city is a university, teachers college, polytechnic and a choice of 41 schools (both private and public) for your children.

Candidates must meet the following requirements:

- Possess a medical qualification registrable in New Zealand with a recognised post-graduate qualification, such as the Fellowship of RANZCP or equivalent.
- Previous experience in teaching post-graduate and undergraduate students.
- Demonstrated skills in research methods with proven ability to undertake clinical research with peer reviewed publications.

Enquiries to Clinical Director: 64-7-834 6905.

Please apply in writing quating vacancy number with full C.V. nominating three referees to the Customer Services Co-ordinator, Employment Suppart, Human Resaurce Division, Health Waikato, PO Box 934, Hamiltan, New Zealand.
Telephane: 64-7-834 3602.
Facsimile: 64-7-839 8758.

Closing date: 30/06/95.

HEALTH WAIKATO

School of Medicine
THE UNIVERSITY OF AUCKLAND

President

AUGUSTANA
UNIVERSITY COLLEGE

To Lead & To Serve into the 21st Century

... Augustana University College, a liberal arts and sciences university of the Evangelical Lutheran Church in Canada and a member of the Association of Universities and Colleges of Canada (AUCC). Located in Camrose, Alberta, Augustana emphasizes excellence in teaching in a Christian context and serves a student population of just under 1,000 mentored by 70 faculty and supported by 100 staff.

The President, as CEO, reports to a Board of Regents on university operations and affairs. The President provides dynamic leadership at a time of significant change in the development of the University; has a strong commitment to undergraduate education; has a readiness to respond to the needs of a diverse community of students, faculty and staff; and has the ability to make a compelling case for financial support from both the public and private sectors.

The incoming President will have an earned doctorate in addition to senior management level experience in academic administration, fundraising, and liaison with community groups, institutions and government. Augustana encourages both women and men to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

For information package contact by phone or fax: (403) 526-8755

Nominations and applications marked **CONFIDENTIAL** should be posted on or before September 22, 1995, and sent to:

Mrs. Colleen Wilson, Chair, Presidential Search Committee
197 Roy Street
Edmonton, AB T6R 2A9

ANNONCES CLASSÉES

relevant field and be registered as a Professional Engineer of Ontario or become registered within three years of his/her appointment. The applicant will be required to teach general undergraduate courses in the Electrical and Computer Engineering Department as well as teaching graduate courses in his/her specialty. The successful applicant will be expected to do research on methods and tools for increasing the quality of software. Expertise in communication networks and other real-time software would be especially valuable. McMaster University has an employment equity programme that encourages applications from all qualified candidates including women, aboriginal people, persons with disabilities and racial minorities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. These positions are subject to final budget approval. Applications including a curriculum vitae and the names of three referees should be sent to: Dr. D.R. Conn, Chair, Department of Electrical and Computer Engineering, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada L8S 4L7; Telephone: 905-525-9140, ext 24826; Telefax: 905-523-4407; email: conn@ece.eng.mcmaster.ca. Deadline for applications: July 31, 1995.

LAKEHEAD UNIVERSITY - The Department of Electrical Engineering at Lakehead University invites applications from electrical engineers with a PhD in any area of communications engineering, for a probationary (tenure-track) appointment at the rank of Assistant Professor. The successful candidate will be expected to: teach effectively and to develop laboratories at the undergraduate level; develop a significant research program and attract research grants; and, be dedicated to engineering education and work effectively with colleagues in the Department. Candidates must be a Professional Engineer or be qualified and prepared to become a licensed Professional Engineer. This position is subject to final budgetary approval. Interested applicants should send a curriculum vitae, statement of research objectives and the names and addresses of three referees to: Dr. J.G. Locker, P.Eng., Dean, Faculty of Engineering, Lakehead University, Thunder Bay, Ontario, Canada P7B 5E1. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

LAKEHEAD UNIVERSITY - The Faculty of Engineering at Lakehead University invites applications for a probationary (tenure-track) faculty position at the Assistant Professor level. The position will be filled in either the Department of Civil Engineering or the Department of Mechanical Engineering. The Department of Civil Engineering: Applicants with a Bachelor degree and a PhD in Civil Engineering specializing in one or more of the following areas: transportation engineering, infrastructure engineering, environmental engineering, or construction engineering. The applicant is expected to support a graduate program in Transportation Engineering. The Department of Mechanical Engineering: Mechanical engineers with a PhD in Mechanical Engineering. Preference will be given to applicants in the area of design with a background in one or more of the following areas: integration of computer based systems with the field of functional and production design, computational mechanics of composite materials. The successful candidate will be expected to develop effectively, to develop a significant externally funded research program, and to assist in the development of graduate studies. This position is subject to final budgetary approval. The successful candidate must be a Professional Engineer or be qualified and prepared to become a licensed Professional Engineer. Interested applicants should submit a curriculum vitae, a statement of their specific teaching and research interests, and the names and addresses of three referees to: Dr. J.G. Locker, Dean, P.Eng., Faculty of Engineering, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario P7B 5E1. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

THE UNIVERSITY OF CALGARY - The NSERC Industrial Chair in Bituminous Materials invites applications for the position of Research Associate. The suitable individual will hold a degree in civil engineering, preferably PhD or equivalent and will have at least two years experience in asphalt pavements construction, mainly in the area of asphalt paving mixes. Publications in this area will be an asset. The duties of the successful candidate will include: Developing in cooperation with the Chairholder and the research group, a laboratory and a research program in the area of asphalt paving mixes; Developing and teaching a course in asphalt paving technology at the undergraduate level. This is a contract position renewable yearly. The remuneration is negotiable and depends on the qualifications of the successful candidate. Interested applicants should send a letter of application, a detailed curriculum vitae and the names and addresses of three references to: Professor Ludo Zanzotto, Faculty of Engineering, University of Calgary, ENF 262, 2500 University Drive N.W., Calgary, Alberta, Canada T2N 1N4.

QUEEN'S UNIVERSITY - Applications are invited for a tenure-track position in the field of Reaction Engineering at the Assistant Professor level. The appointment has a preferred starting date of 1 January 1996. Appropriate industrial and teaching experience is desirable. Applicants must have a PhD and must hold, or be eligible, for professional engineering registration in Canada. Duties will include undergraduate and graduate teaching in kinetics and reactor design. The successful candidate will be expected to pursue a vigorous experimental research program in reaction kinetics, preferably involving catalysis. The candidate is expected to interact with members of the department involved in bio-reactions, process control, and statistical methods of experimental design and data evaluation. On a broader level, the candidate should be able to contribute to the teaching and research effort of the department in the general areas of mathematics and physical chemistry. The appointee will be expected to participate in department academic and administrative responsibilities. The department offers a competitive research initiation grant. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program and encourages applications from all qualified candidates, including women, aboriginal peoples, persons with disabilities and racial minorities. Submit detailed curriculum vitae, a statement of research, teaching and professional interests, and names of three referees by 15 August 1995 to: Dr. T.J. Harres, Head, Department of Chemical Engineering, Queen's University, Kingston, Ontario, Canada K7L 3N6; Tel: (613) 545-2765; Fax: (613) 545-6637.

THE UNIVERSITY OF WESTERN ONTARIO - Faculty of Engineering Science, Department of Chemical and Biochemical Engineering. Applications are invited for a tenure-track faculty position at the rank of Assistant Professor in the Department of Chemical and Biochemical Engineering, University of Western Ontario, London, Ontario, effective January 1, 1996. The candidate must have a PhD in Chemical Engineering with strong background in waste water treatment, or other related environmental applications. Duties include teaching of undergraduate and graduate courses in chemical and biochemical engineering, environmental research, and normal administrative work. Closing date for receipt of application is September 29, 1995. Applications consisting of an updated curriculum vitae, name and addresses of three referees, and statement of environmental research interests should be addressed to: Dr. A. Margaritis, Chairman, Department of Chemical and Biochemical Engineering, The University of Western Ontario, London, Ontario N6A 5B9. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

THE UNIVERSITY OF WATERLOO, Department of Chemical Engineering, is seeking faculty members (2) at the Assistant or Associate Professor levels. The Chemical Engineering Department has 26 professors specializing in areas such as Biochemical Engineering, Catalysis and Reactor Design, Environmental and Pollution Control, Electrochemical Engineering, Mathematical Analysis, Statistics and Control, Polymer Science and Engineering, Transport Phenomena, Flow in Porous Media and Enhanced Oil Recovery. Candidates for positions should have teaching/research interests in one or more of these areas. We are particularly interested in attracting individuals with teaching/research interests in Environmental Engineering and/or Transport Phenomena. Successful candidates will have a PhD degree. The P.Eng. qualification and

CANCELLED

INFECTIOUS DISEASES TROPICAL MEDICINE

The Montreal General Hospital - McGill University

Applications are invited for a full-time faculty position in the Division of Tropical Medicine, within the Department of Medicine at The Montreal General Hospital (McGill University). Applicants should be certified in Internal Medicine and have training in Infectious Diseases or Microbiology, as well as experience in Tropical Medicine. The applicant must have demonstrated ability for bench and field research in human helminth infections as well as an interest in clinical care of patients.

The position is available as of September 1, 1995. Salary will be commensurate with qualifications and experience. The research portion of the salary is dependent on the ability to attract peer-reviewed scholarship support.

Interested applicants should forward a letter of application and current curriculum vitae by **June 30, 1995** to **Dr. Dick MacLean, Tropical Diseases Centre, The Montreal General Hospital, 1650 Cedar Avenue, Montreal, Quebec H3G 1A4.**

McGill University is committed to equity in employment.

In accordance with Canadian Immigration Requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

NOVA CHAIR IN OCCUPATIONAL HEALTH, SAFETY AND THE ENVIRONMENT

The University of Calgary invites applications for a Nova Chair in Occupational Health, Safety and the Environment (HSE)

Responsibilities: to provide a leadership focus for integrated HSE activities through research and teaching activities relevant to societal and business needs; to identify research opportunities and determine whether the approach will be through facilitation, coordination or direction of the research, teach, and contribute to the development of teaching of HSE topics at the graduate and undergraduate levels in the various Faculties and Departments impacted by these topics (Management, Law, Engineering, Nursing, Medicine, the Sciences and Environmental Design); to establish networks and partnerships with academia, industry, government communities and the public to further the effectiveness of the position as the University; to provide leadership in the development of a new integrative and multidisciplinary collaborative approach to enhance research and education in HSE.

The Chair will be a University Chair, with the first incumbent holding a full-time primary appointment in the Faculty of Management for a five-year period. It is anticipated that the Chair holder would apply for extramural salary support from the Alberta Heritage Foundation for Medical Research, thereby freeing part of the expendable portion of the endowment for use as operating budget support.

Qualifications: specialization in at least one relevant discipline; broad knowledge of other relevant disciplines; significant managerial or administrative experience, strong interpersonal skills; demonstrated leadership with a vision for the future. Expertise in risk assessment would be an advantage.

The Chair holder will be a distinguished scholar with an international reputation in the field of occupational health, safety and the environment, normally commensurate with an appointment at the rank of Professor.

Send applications to:
Dr. Cooper H. Langford, Vice-President (Research)
The University of Calgary, Calgary, Alberta T2N 1N4
(403) 220-5465
Deadline for applications is July 15, 1995

THE UNIVERSITY OF CALGARY

President
St. Francis Xavier University

St. Francis Xavier University invites applications and nominations for the position of President. The position will become available on July 1, 1996. The University is located in Antigonish, a northeastern Nova Scotia community with a population of 6,000.

A liberal arts university of a Catholic character and tradition with approximately 3,000 students, St. Francis Xavier prides itself on its friendliness, school spirit, loyal alumni and service to the disadvantaged both at home and abroad. The University stresses an intimate learning environment: comfortable class sizes, easy accessibility to professors, and open and continuous dialogue between professors and students. Through its Faculties of Arts and Science, it offers full-time students academic, pre-professional and professional programs that are carefully conceived and reviewed to serve the objectives of a contemporary university education.

The President is the chief executive officer of the University and is responsible for carrying out all policy decisions of the Board of Governors and the Senate. The successful candidate will have appropriate academic credentials, extensive administrative experience, a sound understanding of the value of a smaller liberal arts university, as well as an ability to communicate effectively with faculty, staff, students, alumni and the external community.

This advertisement is directed to Canadian citizens and permanent residents of Canada. St. Francis Xavier University is an equal opportunity employer. Applications and nominations can be forwarded in confidence to the address shown at left.

The LANDMARK Consulting Group Inc.

1455 Lakeshore Road
Suite 206-S
Burlington, Ontario
L7S 2J1
Fax: (905) 634-1882

President
The University of Manitoba

The University of Manitoba invites applications and nominations for the position of President and Vice-Chancellor.

The University of Manitoba is a major academic centre in western Canada and the principal university in Manitoba, currently serving approximately 25,000 full- and part-time students. The University was founded in 1877. In addition to the Faculties of Arts and Science, the institution grants degrees through eighteen other academic Faculties and Schools, including: Agricultural and Food Sciences, Architecture, Dentistry, Engineering, Law, Management, Medicine, Music, and Social Work. The University plays a distinctive role within the province, offering undergraduate liberal education, as well as being responsible for the vast majority of graduate education and research in Manitoba.

The President and Vice-Chancellor is the chief executive officer of the University, an ex-officio member of the Board of Governors, and Chair of Senate. The successful candidate will be an individual with exceptional leadership qualities who possesses appropriate academic credentials, extensive administrative experience in a comparable environment of significant size and complexity, a thorough grasp of contemporary issues in post-secondary education, and the ability to work collegially and effectively with faculty, staff, students, alumni, governments, and the University's external constituencies. The starting date for this appointment is July 1, 1996.

Applications and nominations should include a brief statement of the qualifications and specific achievements on the basis of which the individual merits consideration. All documentation will be treated confidentially and should be submitted to the address shown at left.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents.

The LANDMARK Consulting Group Inc.

1455 Lakeshore Road
Suite 206-S
Burlington, Ontario
L7S 2J1
Fax (905) 634-1882

CLASSIFIEDS

some industrial experience are also desirable. Applications consisting of a curriculum vitae, names and addresses of three referees, and a statement of teaching and research interests should be sent to G.L. Rempel, Chair, Department of Chemical Engineering, University of Waterloo, Waterloo, Ontario N2L 3G1 Canada in accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. The University encourages applications from qualified women and men, members of visible minorities, native people, and persons with disabilities. These appointments are subject to the availability of funds.

ENGLISH

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - Subject to budgetary approval, the Department of English Language and Literature will make a tenure-track appointment at the rank of Assistant Professor as of January 1, 1996. The successful candidate will have a specialization in medieval literature preferably combined with expertise in 19th century British and/or American literature, or critical theory, or theatre/drama. PhD required, with publication and evidence of teaching preferred. Letters of application, accompanied by curriculum vitae, transcripts and the names of three referees should be forwarded by August 4, 1995 to: Dr. G.P. Jones, Head, Department of English Language and Literature, Memorial University of Newfoundland, St. John's, Newfoundland A1C 5S7. Memorial University is committed to employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

FAMILY MEDICINE

UNIVERSITY OF OTTAWA - Chair, University Department of Family Medicine. Responsible for directing education programs at both the undergraduate and graduate levels, and must be eligible to practice in Ontario and hold certification of the College of Family Physicians of Canada. The individual selected will hold a full-time University appointment and have a track record of academic excellence, commitment to education and leadership skills. A working knowledge of both English and French is desirable; a commitment to support bilingualism within the Faculty is essential. Salary, academic rank and fringe benefits are commensurate with qualifications and experience in accordance with existing scales at the University of Ottawa. In keeping with the practice policy for the recruitment of women, the University of Ottawa strongly encourages application from women. Employment equity is University policy. Priority will be given to Canadian citizens and permanent residents of Canada in accordance with Canadian immigration requirements. Applicants are requested to forward their curriculum vitae and the names of three references prior to August 31st, 1995, specifying the position applied for, to John F. Seely, MD, Dean, Faculty of Medicine, University of Ottawa, 451 Smyth Road, Ottawa, Ontario K1H 8M5.

UNIVERSITÉ D'OTTAWA - Chaire universitaire du département de médecine familiale. Comme vous serez responsable des programmes d'études de premier et de deuxième cycles, vous devez être admissible à exercer la profession en Ontario et posséder l'agrément à titre de spécialiste en médecine familiale du Collège des médecins de famille du Canada. Vous devez aussi être en mesure de mettre sur pied de solides programmes en clinique et en recherche. Pour ce poste à temps complet, la Faculté recherche des personnes dévouées à l'enseignement, douées de qualités de chef et ayant à leur actif un excellent dossier académique. Une connaissance de l'anglais et du français est désirable. Un engagement à promouvoir le bilinguisme au sein de la Faculté est essentiel. Le traitement, le rang académique et les avantages sociaux seront fonction de la formation et de l'expérience, selon l'échelle en vigueur à l'Université d'Ottawa. Conformément au règlement sur le recrutement proactif des professeures, l'Université encourage fortement les demandes de la part des femmes. L'Université applique par ailleurs une politique d'égalité en matière d'emploi. En vertu des exigences canadiennes relatives à l'immigration, la priorité sera accordée aux personnes de citoyenneté canadienne et de résidence permanente au Canada. Pour postuler, veuillez faire parvenir votre dossier de candidature, incluant un curriculum vitae et le nom de trois répondants, d'ici le 31 août 1995, en citant le titre du poste visé, au Dr. John F. Seely, doyen, Faculté de médecine, Université d'Ottawa, 451 chemin Smyth, Ottawa (Ontario) K1H 8M5.

FAMILY STUDIES

UNIVERSITY OF GUELPH - College of Family and Consumer Studies. The Department of Family Studies invites applications for a tenure track Assistant Professor position in Family Relations and Human Development. Applicants should hold a PhD or equivalent in Family Sciences, Marriage and Family Therapy, or related field. Preference will be given to candidates who hold clinical membership and approved supervisor status in American Association for Marriage and Family Therapy. Responsibilities include teaching at the undergraduate and graduate level, participation in strong MSc and PhD programs in Family Relations and Human Development (with MSc specialization in Marriage and Family Therapy), establishment of a vigorous research program. Appointment as of September 1 or as negotiated. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities

Chair in Development Studies

Faculty of Arts

Vacancy UAC.581

Applications are invited for the new Chair in Development Studies. The University of Auckland is establishing an interdisciplinary postgraduate programme of teaching and research in Development Studies within the Faculty of Arts. This initiative builds on an existing postgraduate MA course and includes the establishment of an Institute of Development Studies. The person appointed to the chair will act as head of the proposed Institute. The work of the Institute will focus initially on issues of development and internal cooperation in the Asia Pacific region.

Applicants should have a postgraduate degree in one of the social sciences or in development studies, experience of working in developing countries, a record of excellence in research and publication in this field, experience in teaching and administration, management skills, and proven ability in organising research projects and attracting research funding. The person appointed will be required to provide academic leadership for a disciplinary team of staff and students and will have the opportunity to initiate and put in place an innovative new programme in teaching and research. Applicants should indicate their particular expertise within this broad field and their geographical area of interest.

Commencing salary will be established within the range NZ$80,000 - NZ$100,000 per annum.

Further information, Conditions of Appointment and Method of Application should be obtained from the Academic Appointments Office, The University of Auckland, Private Bag 92019, Auckland, New Zealand, telephone 64-9-373 7599 ext 5790, fax 64-9-373 7023. **Three copies** of applications should be forwarded to reach the Registrar by **31 July 1995**.

Please quote Vacancy Number UAC.581 in all correspondence.

W B NICOLL, REGISTRAR

The University of Auckland

New Zealand

The University has an equal opportunities policy and welcomes applications from all qualified persons

University of Waikato

Te Whare Wānanga o Waikato

Hamilton, New Zealand

ASSOCIATE PROFESSOR IN TOURISM MANAGEMENT

Applications are invited for a post as Associate Professor in the Tourism Management Programme within the School of Management Studies. The position is available on a continuing or visiting (12 months) basis.

The appointee will be responsible for establishing, co-ordinating and teaching new courses in the School's Tourism Management Programme within the Management Studies Degree. This programme is designed as an interdisciplinary programme, managed by the School of Management Studies, with courses taught from within the Schools of Management Studies and Social Sciences, and the Department of Leisure Studies. The programme seeks to provide a broad understanding of tourism as a growing service sector activity in outdoor recreation, leisure management and hospitality management. To enable students to understand the economic objectives of tourism as well as to conduct a business in a sustainable manner which is sensitive to environmental, social, cultural and community needs, the programme will offer a range of business management skills to participants.

Candidates should possess a PhD, have relevant practical experience, and expertise and experience in degree level tourism education. The appointee will be involved in teaching at graduate and undergraduate levels, and will also be expected to expand research in a field of interest as well as provide supervision of masters and doctoral candidates.

The current salary range for Associate Professors is NZ$69,680 - NZ$75,920 per annum.

Enquiries of an academic nature may be made to the Dean of the School of Management Studies, Professor Mike Pratt (tel. [64 7] 856 2889 Extn 4280; fax [64 7] 838 4063; e-mail MNGTMIKE@waikato.ac.nz). Information on the method of application and conditions of appointment can be obtained from Personnel and Management Services, The University of Waikato, Private Bag 3105, Hamilton, New Zealand (tel. [64 7] 838 4003; fax [64 7] 856 0135; e-mail personnel@waikato.ac.nz). Applications quoting reference number A95/29 should reach Personnel & Management Services by **17 July 1995.**

Equal opportunity is University policy.

Chair, Department of Educational Technology

The introduction of a newly constituted unit at Athabasca University has created an attractive tenure-track position for a highly motivated, dynamic and imaginative specialist in Educational Technology. The position of Chair promises an exciting and challenging opportunity for the successful candidate to provide the university with strategic leadership in the design and implementation of multi-modal course delivery strategies. This position reports directly to the Vice-President, Academic.

The Chair of the Department of Educational Technology will manage and provide leadership to a multi-functional unit consisting of computing and graphic design professionals, course materials editors and educational technologists.

Reflecting Athabasca University's dedication to academic excellence, this appointment includes the opportunity for teaching, research and other scholarly activities.

Candidates for this position should possess the following combination of education and experience:

- graduate degree (PhD preferred)
- appropriate combination of qualifications and experience in instructional design, computing science and various delivery models with emphasis on application in course-ware development
- expertise in distance and open learning systems
- strong management, leadership and team building skills as well as experience with budgets and setting up operational systems.

Athabasca University, an open University specializing in Distance Education, develops and maintains an environment which supports equitable working conditions for members of groups traditionally under-represented in universities. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

Applicants should forward a current resume and the names and addresses of three references to Clint Mellors, Human Resources, Box 10,000, Athabasca, Alberta, T9S 1A1. Closing date for applications is July 15, 1995. Further information about the position may be obtained from Dr. Roberta Carey, Vice-President Academic (Acting) at (403) 675-6285.

Athabasca University

ASSISTANT PROFESSORSHIPS SCHOOL OF NURSING

The University of British Columbia invites applications for two tenure track faculty positions in the School of Nursing. A doctorate degree in Nursing or a related discipline (earned or near completion) is required; a master's degree in Nursing is also required. Candidates must be eligible for registration with the RNABC. Applicants should have relevant recent teaching and clinical experience in community health, mental health or adult health nursing. Professional practice and research expertise in one of the following areas is particularly desirable:

- design and evaluation of community-based nursing services;
- policy formulation and evaluation in community health;
- health care of vulnerable populations (underserved women and children, minority populations, mentally ill);
- acute/critical care of individuals with cardiovascular or immunologic conditions.

Candidates will be expected to establish and pursue a program of research in one of these specialty areas.

The School has a strong commitment to advanced professional practice and research. It offers programs leading to baccalaureate, master's and doctoral Nursing degrees and has affiliations with a wide range of hospitals and community agencies. The successful applicant will have teaching responsibilities in both the undergraduate and graduate programs. The positions will carry the rank of Assistant Professor, and are available effective January 1 and July 1, 1996. The appointments are subject to final budgetary approval.

UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applications, accompanied by a curriculum vitae and the names and addresses of three references, should be sent by **August 31, 1995** to:

Dr. Katharyn May, Director
School of Nursing
University of British Columbia
T208-2211 Wesbrook Mall
Vancouver, B.C. V6T 2B5
(604)822-7740; Fax: (604)822-7423

Queen's University at Kingston

Mechanical Engineering - Design and Manufacturing

The Department of Mechanical Engineering in the Faculty of Applied Science, Queen's University, invites applications for a tenure track position in the field of Design and Manufacturing commencing January 1, 1996. Salary and rank will be commensurate with qualifications and experience.

Applicants must hold a relevant PhD degree with specialization in Design and Manufacturing or Production Engineering. Candidates from the manufacturing sector who have made major research and development contributions to industry are encouraged. Applicants must have a thorough knowledge of traditional design and manufacturing concepts. An understanding of emerging technologies related to design and manufacturing such as rapid prototyping would be an asset.

The successful candidate will be required to teach undergraduate and graduate courses and contribute to the development of the curriculum, supervise graduate students, conduct research, liaise with industry and make administrative contributions through service to the University, Faculty and Department. Registration as a Professional Engineer in Ontario, or eligibility for registration, is an essential qualification.

Interested applicants should send a curriculum vitae, the names of three referees, and three relevant publications to:

Dr. B.W. Surgenor, Head
Department of Mechanical Engineering
McLaughlin Hall, Queen's University
Kingston, Ontario, Canada K7L 3N6
FAX: 613-545-6489

The closing date for applications is **August 1, 1995.**

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

"Queen's University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified candidates including women, aboriginal people, people with disabilities and visible minorities."

and women. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The appointment is subject to final budgetary approval. Applications should include curriculum vitae and names of three referees and should be submitted no later than June 30, 1995 to Donna M Woolcott, Chair, Department of Family Studies, University of Guelph, Guelph, Ontario N1G 2W1 (Tel: 519 824-4120, Extension 6321; FAX: 519 766-0691).

FILM & VIDEO

YORK UNIVERSITY - Faculty of Fine Arts, Department of Film & Video. Applications are invited for a nine-month contractually limited appointment, effective August 15, 1995 to May 15, 1996 (subject to budgetary approval by the University). Applicants should hold a relevant degree in film and video, or equivalent professional qualifications. Professional production experience and teaching experience in a university film/video program would be an asset. Responsibilities of the position include the teaching of a full range of undergraduate film and video production courses, with emphasis on the techniques and creative aspects of all phases of film- and video-making. This includes the direct supervision of all aspects of the production and post-production of multiple individual student projects. The successful candidate will also be expected to contribute to the creative, artistic and scholarly goals of the Department. Additional responsibilities may include service on committees, administrative assignments, student advising, and curriculum assessment. Salary is commensurate with experience and qualifications. Application deadline is July 15, 1995. Applications, including a letter of application, curriculum vitae and three letters of reference, should be sent to: Peter Morris, Interim Chair, Department of Film & Video, Room 222, Centre for Film & Theatre, Faculty of Fine Arts, York University, North York, Ont M3J 1P3. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FOREST RESOURCES MANAGEMENT

UNIVERSITY OF BRITISH COLUMBIA - Department of Forest Resources Management. Applications are invited for a tenure track position in Forest Resources Management at the Assistant Professor level in the field of Harvesting Systems Analysis. This position is subject to final budgetary approval. The successful candidate will be expected to be active in undergraduate and graduate teaching in an integrated forest management-forest harvesting environment, and to carry out research in the area of forest operations and continuing professional development with industry and government. The successful candidate is expected to have expertise in at least one of the following areas: design or analysis of cable and ground-based harvesting systems; design or analysis of forest transportation systems, including forest roads and road networks; haul fleet analysis; or statistical, economic and operations research techniques applied to forest harvesting problems. The successful candidate is expected to have or seek professional registration with the Association of Professional Engineers and Geoscientists of British Columbia and/or the Association of British Columbia Professional Foresters. Salary is commensurate with experience. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. Appointment may be considered at a higher rank for a women with exceptional qualifications in accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The closing date for applications is July 31, 1995. Letters of application, curriculum vitae, and the names, addresses and phone numbers of three referees should be sent to: Dr. Gordon Baskerville, Head, Dept. of Forest Resources Management, University of British Columbia, 270, 2357 Main Mall, Vancouver, BC V6T 1Z4.

GERMANIC & SLAVIC LANGUAGES & LITERATURES

UNIVERSITY OF WATERLOO - Germanic & Slavic Languages & Literatures. Applications are being accepted for the position of a full-time tenure track appointment at the rank of Assistant Professor. The appointment will begin January 1, 1996 (subject to budget approval). The successful candidate must have a PhD by the time of appointment, strong research interest and potential, and interest in undergraduate and graduate language and literature teaching. Applicants will be expected to be familiar with current approaches to literary theory and to incorporate them into their teaching. They should be specialists in contemporary literature and/or 19th century literature. The 1994-95 salary floor for Assistant Professors is $38,932. Closing date for applications is Sept. 30/95. This appointment is subject to the availability of funds. Send resumes to: Dr. Manfred Kuxdorf, Acting Chair, Dept. of Germanic and Slavic Languages and Literatures, University of Waterloo, Waterloo, Ontario N2L 3G1 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

IMMUNOLOGY

DALHOUSIE UNIVERSITY - Immunology Faculty Position. Applications are invited from M.D. or PhD immunologists for a fulltime, renewable term, academic position in the Department of Pediatrics, with cross-appointment in the Department of Microbiology and Immunology. The applicant will be expected to develop an interactive research program with two established immunologists focusing on cytokines, adhesion molecules and mechanisms of leukocyte migration in inflammation, in experimental arthritis, asthma and in GI inflammation. There will be opportunity for supervision of graduate students and fellows and if desired, and qualified, for a limited (15-20% time) pediatric clinical immunology practice. Salary support and establishment grants are available through competitive Hospital research programs. Rank will be commensurate with seniority. Applications accompanied by a Curriculum Vitae, names of three references, and a brief research outline should be directed to: Dr. Andrew C. Issekutz, Division of Immunology, Rheumatology and Infectious Diseases, Izaak Walton Killam Hospital for Children, 5850 University Avenue, Halifax, Nova Scotia B3H 3G9 Canada. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from Qualified Women, Aboriginal Peoples, Racial Minorities and Persons with Disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MARKETING

QUEEN'S UNIVERSITY, School of Business invites applications for a position in Marketing. The candidate must have a PhD degree or be near completion of studies toward one. This appointment could be at the Assistant, Associate or Full Professor level (subject to budget approval). Depending upon qualifications, the individual may also be designated the Nabisco Brands Ltd. Professor of Marketing. The School of Business is committed to excellence in both research and teaching. Normally, faculty members are expected to be involved in the undergraduate, master's and PhD programs. The opportunity also exists to participate in our executive programs. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and visible minorities. In all cases, salary will be commensurate with qualifications and experience. The effective date for the appointment is July 1, 1996. Applications will be accepted until the position is filled and should be submitted, including the names of three referees, to Alan J. Richardson, Associate Dean, School of Business, Queen's University, Kingston, Ontario K7L 3N6 (Fax: (613)545-2013).

NEUROLOGY

McGILL UNIVERSITY - Montreal Neurological Institute And Hospital. Applications are invited from neurologists with expertise in clinical epileptology and advanced neuro-imaging by the Montreal Neurological Institute and Hospital/McGill University. The individual selected will start at the Assistant Professor level and will be expected to develop a research program related to imaging in epilepsy. He/She is expected to have expertise in clinical epileptology as well as in novel imaging techniques including magnetic resonance spectroscopy, functional magnetic resonance imaging or position emission tomography. At the Montreal Neurological Institute and Hospital, a multi-disciplinary epilepsy group has the support of an advanced brain imaging centre. Prospective candidates should send their curriculum vitae to: Dr. F. Dubeau, Chair, Epilepsy Search Committee, Montreal Neurological Institute/Hospital, 3801 University Street, Room 138, Montreal, Quebec, Canada H3A 2B4. The deadline for receipt of applications is June 30, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

OPTOMETRY

UNIVERSITY OF WATERLOO - School of Optometry. Assistant/Associate Professor. Applications are being accepted for a probationary term appointment at the Assistant/Associate level in the School of Optometry, University of Waterloo. The successful candidate will be expected to carry out research and to instruct in the School's professional, graduate and/or clinical programmes. Preference will be given to candidates who are eligible for licensure in Ontario, have earned a PhD in vision science or a related field and have demonstrated independent research capability. Salary negotiable within a range commensurate with experience and qualifications. A letter of application, curriculum vitae and three confidential letters of reference should be sent by June 30, 1995 to Dr. Jacob Sivak, Director, School of Optometry, University of Waterloo, Waterloo, Ontario N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native people and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF WATERLOO - School of Optometry. Clinical Teaching Position. Applications are being accepted for a full time clinical teaching position at the School of Optometry, University of Waterloo. Applicants must be eligible for licensure in Ontario. Preference will be given to applicants who have an advanced clinical qualification. Salary negotiable within a range commensurate with experience and qualifications. A letter of application, curriculum vitae and three confidential letters of reference should be sent by June 30, 1995 to Dr. Jacob Sivak, Director, School of Optometry, University of Waterloo, Waterloo, Ontario N2L 3G1. In accordance with Canadian Immigration requirements, these advertisements are directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native people and persons with disabilities. The appointment is subject to the availability of funds.

ORTHOPAEDICS

THE UNIVERSITY OF BRITISH COLUMBIA - The Department of Orthopaedics invites applications for a full-time tenure track position in the area of Orthopaedic Trauma. This position is subject to final budgetary approval. Appointment will be at the Assistant Professor level. Preference will be given to individuals who have a strong interest in resident and undergraduate education and have documented experience. Candidates for this position must have a medical degree, subspecialty training and clinical expertise in trauma and a demonstration of outstanding research abilities. The successful candidate will be expected to develop a vigorous, independent research program in an interactive environment and should be an enthusiastic teacher. Salary will be commensurate with assistant professor level. The anticipated start date is August 1, 1995. The deadline for application is June 30, 1995. Applications, including a curriculum vitae, selected reprints, a statement of research interests and present research activities, and the names of three references should be sent to Dr. R.W. McGraw, Head, Department of Orthopaedics, 910 West 10th Avenue, Vancouver, BC V5Z 4E3. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

PEDIATRICS

UNIVERSITY OF BRITISH COLUMBIA - Sauder Family Chair in Pediatric Infectious Diseases The Department of Pediatrics, University of British Columbia, is pleased to announce the establishment of the Sauder Family Chair in Pediatric Infectious Diseases. Applications for the inaugural appointment are invited for an anticipated start date of September 1, 1995. We seek an outstanding individual of senior academic rank with an established program of independent research pertaining to childhood infections. Of principal interest are persons experienced in the evaluation of vaccines and immunization programs, to join our Vaccine Evaluation Center in a leadership capacity. Desirable qualifications include demonstrated expertise in clinical trials methodology, excellent project group management abilities, superior writing skills and extensive familiarity with contemporary vaccine issues.

UNIVERSITY OF SASKATCHEWAN

Invites applications and nominations for the position of

DEAN OF ENGINEERING

The University of Saskatchewan offers an outstanding opportunity to candidates committed to the development of excellence in teaching and research in the College of Engineering. The Dean will provide academic leadership for engineering programs and facilitate strong communication linkages between the College and industry and alumni.

The College of Engineering offers five programs within the College (Agricultural & Bioresource, Chemical, Civil, Electrical and Mechanical) and three in collaboration with departments in the College of Arts and Science (Geological, Geophysical, and Engineering Physics). A comprehensive set of graduate programs, including the Ph.D., are offered in all areas. The College operates on an annual budget of approximately $8.5 million and has research revenues of $4 million annually. In 1994-95, the base budget faculty complement was 76.79 faculty with 42.15 support staff. Undergraduate and graduate enrollments in the College for the 1994-95 academic year were approximately 1200 and 300 respectively. The University of Saskatchewan has a student population of approximately 19,000 full and part-time students registered in thirteen colleges.

The Dean will be an established scholar with proven administrative ability and will hold an academic appointment as a professor. The Dean will also be involved in the University's general academic leadership and will report directly to the Vice-President (Academic). Salary will be commensurate with qualifications and experience. The appointment, effective July 1, 1996 will be for a term of five years in the first instance.

Nominations and applications with complete resumes including the names of three references will be accepted until October 15, 1995 and should be submitted to:

Dr. Patrick J. Browne, Vice-President (Academic)
University of Saskatchewan
216 Administration Building, 105 Administration Place
SASKATOON, SK S7N 5A2

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates. Women, people of Aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their application.

Centre for Asia-Pacific Initiatives

Chair in Asia-Pacific Legal Relations
Centre for Asia-Pacific Initiatives
University of Victoria
British Columbia, Canada

The Centre for Asia-Pacific Initiatives (CAPI) invites nominations and applications for the *Chair in Asia-Pacific Legal Relations*. The appointment will be made jointly by CAPI and the Faculty of Law of the University of Victoria. The candidate should have an established scholarly reputation in the field and a network of personal and institutional contacts in the Asia-Pacific or a significant part thereof. Areas of special interest to the Centre and the Faculty include international/regional economic law, environmental law, ocean law, human rights, comparative constitutional law, and development law and policy. With reduced teaching responsibilities, the Chairholder will be expected to play a central role in developing the Centre's programs and to provide leadership in the Chair's field of specialization.

CAPI's mandate is to promote and conduct research and related programs and projects focussed on public policy issues in the Asia Pacific region. The Chairholder will be expected to bring a proactive Asia-Pacific research and outreach program to the Centre with an established track record of significant external funding support. Fluency in an Asian language would be an advantage. This competition follows the retirement of Dr. Douglas Johnston, Director of CAPI's Coastal and Marine Problems in the Asia-Pacific Program. The new Chairholder will complement CAPI's other Chairs in Economic Relations with China (Dr. Ralph Huenemann) and Japan (Dr. Bill Rapp), as well as programs directed by CAPI Fellows, the Director and Senior Associates.

Please send all applications and nominations to **Professor William Neilson, Director, Centre for Asia-Pacific Initiatives, Rm. 131, Begbie Building, University of Victoria, P.O. Box 1700, Victoria, BC V8W 2Y2, Fax: (604)721-31D7; E-Mail: CAPISEC@UVVM.UVic.ca.**

The Search for an appropriate candidate will continue until the position is filled, but consideration of candidates will begin immediately for appointment in July 1996.

The University of Victoria offers equal employment opportunities to all qualified applicants, regardless of race, religion or gender. Women are particularly encouraged to apply. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents.

UVic UNIVERSITY OF VICTORIA

Phone: (604) 721-7020
Fax: (604) 721-3107

Trinity College · Toronto Ontario
PROVOST

Trinity College, a university in federation with the University of Toronto, invites applications and nominations for the office of Provost, the chief executive officer of the College. The appointment is for five years, commencing 1 July 1996.

With 1200 undergraduates, 100 divinity students, and 80 Fellows, Trinity College enjoys a tradition of academic excellence and the strength of a culturally diverse community that respects the value of its Anglican heritage.

Candidates should be committed to fostering scholarship and academic values, have demonstrated leadership and administrative skills, respect for consensual governance, and the ability to translate a compelling vision and enthusiasm for the College into effective advancement and fundraising.

Applications and nominations should be sent with a curriculum vitae by **15 July 1995** to the **Search Committee, c/o Ms. Jill Willard, Secretary, Trinity College, 6 Hoskin Avenue, Toronto, Ontario M5S 1H8.**

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Trinity College encourages applications from qualified aboriginal Canadians, persons with disabilities, members of visible minority groups and women.

CLASSIFIEDS

The incumbent will also contribute to the teaching and clinical activities of the Division. The full time, grant tenure track position will provide 75% research time, with salary to be negotiated based on qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. Applicants should submit a copy of their C.V. along with the names of three referees by July 31, 1995 to Dr Judith Hall, Professor and Head, Department of Pediatrics, B.C. Children's Hospital, 4480 Oak Street, Vancouver, BC, Canada V6H 3V4.

THE UNIVERSITY OF MANITOBA - The Department of Pediatrics and Child Health, University of Manitoba and the Children's Hospital, Health Sciences Centre, Winnipeg is seeking a pediatric cardiologist as a geographic full-time contingent faculty position at the Assistant Professor level. The successful candidate will join the staff of the Variety Children's Heart Centre of the Children's Hospital, which is a major tertiary care centre providing medical and surgical services to children with heart disease. Candidates must have senior specialty qualifications in pediatric cardiology in the country of current practice and must be eligible for registration with the College of Physicians and Surgeons of Manitoba. Certification in pediatric cardiology by the Royal College of Physicians and Surgeons of Canada is preferred. The successful candidate will be expected to provide excellent patient care, participate in the academic teaching program and be committed to excellence in research. The University encourages applications from qualified women and men, including members of visible minorities, Aboriginal people, and persons with disabilities. The University provides a smoke-free work environment, save for specially designated areas. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. Please apply in writing including a curriculum vitae and a brief outline of specific interests and goals in both the short and long term to: Dr. Brian D. Postl, Head, Department of Pediatrics and Child Health, Room CE222 - 840 Sherbrook Street, Winnipeg, Manitoba, Canada R3A 1S1. Closing date for receipt of applications is July 15, 1995.

PHYSICS

UNIVERSITY OF WATERLOO - The Department of Physics at the University of Waterloo, invites applications for a tenure-track Assistant Professor position starting January 1, 1996. We are looking for applicants with a strong record of research in biophysics, laser physics, or condensed matter physics, and commitment to both undergraduate and graduate teaching. Applicants must have a PhD degree and preferably post-doctoral experience. For exceptional candidates, appointment at a more senior level may be considered. Applicants should submit a curriculum vitae, an outline of research accomplishments with a statement of research plans, and the names and addresses of at least three referees by September 1, 1995 to: Dr. J.R. Lepock, Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, TEL: (519)885-1211, Ext 2216, E-mail: PHYSADM@PHYSICS.WATSTAR.UWATERLOO.CA, FAX: (519)746-8115. The Waterloo Physics Department offers an extensive program in teaching and research leading to the PhD level. We operate a joint graduate program with the University of Guelph, known as the Guelph-Waterloo Program for Graduate Work in Physics (GWP)², and are active in research in biophysics, laser physics, condensed matter physics, atomic and molecular physics, astronomy and astrophysics, and theoretical physics. We have a strong commitment to undergraduate teaching. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This appointment is subject to the availability of funds.

QUEEN'S UNIVERSITY - Postdoctoral Fellowship in Mesoscopic Physics. Applications are invited for a postdoctoral position in the theory of mesoscopic systems. The successful applicant will be a recently graduate PhD who has had experience in at least some of the following areas: electronic structure and/or device modelling, electronic transport, many-body physics and collective excitations. Strong candidates with experience in other areas of theoretical condensed matter physics will also be considered. The appointment will be for one year, commencing in September of 1995, with the possibility of reappointment depending on performance and availability of funds. Interested persons should submit a curriculum vitae and publication list and arrange for three letters of reference to be sent to: Dr. E. Zaremba, Department of Physics, Queen's University, Kingston, Ontario, Canada K7L 3N6. In accordance with the Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme, welcomes diversity in the work place and encourages applications from all qualified candidates, including women, aboriginal people, people with disabilities and visible minorities.

PHYSIOLOGY

THE UNIVERSITY OF ALBERTA - Department of Physiology invites applications for a position as Research Scholar at the Assistant Professor rank, salary range $39,230- $55,526. The successful candidate must have a PhD degree. Preference will be given to investigators who have recently completed post-doctoral training in the area of cellular neurophysiology, and who have a special interest in the functioning of neuronal systems. This position will be funded through an external agency, but the incumbent will enjoy the privileges of the University academic rank of Assistant Professor. The granting of these awards is by competition and is made on the basis of excellence. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including a curriculum vitae, a statement of research interests and objectives, and the names of three referees, should be sent to Dr. E.J. Sanders, Department of Physiology, University of Alberta, Edmonton, Alberta, Canada T6G 2H7. Closing date is August 31, 1995. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities

POLITICAL SCIENCE

UNIVERSITY OF VICTORIA - Chair, Department of Political Science. Applications and nominations are invited for the position of Chair of the Department of Political Science, University of Victoria. The appointment will be made at the Professor or Associate Professor level. Candidates must have a distinguished record of scholarship and professional achievement. The successful candidate should also possess demonstrated administrative experience and ability. The Department has 10 regular faculty members. It offers majors and honours programs at the undergraduate level, as well as a graduate program in political science leading to an M.A. degree. We invite applicants with expertise in any field within political science. Send nominations or applications (CVs and names of four referees) to: Dr. Louis O. Costa, Chair of Search Committee, Faculty of Arts and Science, University of Victoria, P.O. Box 3045, Victoria, British Columbia V8W 3P4 Canada. Applications and nominations will continue to be received until the position is filled. The successful candidate is expected to take office by July 1st, 1996 or as soon as possible. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities and aboriginal persons.

PSYCHIATRY

UNIVERSITY OF OTTAWA - Chair, University Department of Psychiatry. Responsible for directing education programs at both the undergraduate and graduate levels, and must be eligible to practice in Ontario and hold certification of the Royal College of Physicians and Surgeons of Canada in Psychiatry. The individual selected will hold a full-time University appointment and have a track record of academic excellence, commitment to education and leadership skills. A working knowledge of both English and French is desirable; a commitment to support bilingualism within the Faculty is essential. Salary, academic rank and fringe benefits are commensurate with qualifications and experience in accordance with existing scales at the University of Ottawa in keeping with the practice policy for the recruitment of women, the University of Ottawa strongly encourages application from women. Employment equity is University policy. Priority will be given to Canadian citizens and permanent residents of Canada in accordance with Canadian immigration requirements. Applicants are requested to forward their curriculum vitae and the names of three references prior to August 31st, 1995, specifying the position applied for, to John F. Seely, MD, Dean, Faculty of Medicine, University of Ottawa, 451 Smyth Road, Ottawa, Ontario K1H 8M5.

UNIVERSITÉ D'OTTAWA - Chaire universitaire du département de psychiatrie. Comme vous serez responsable des programmes d'études de premier et de deuxième cycles, vous devez être admissible à exercer la profession en Ontario et posséder l'agrément à titre de spécialiste en psychiatrie du Collège royal des médecins et chirurgiens du Canada. Vous devez aussi être en mesure de mettre sur pied de solides programmes en clinique et en recherche. Pour ce poste à temps complet, la Faculté recherche des personnes dévouées à l'enseignement, douées de qualités de chef et ayant à leur actif un excellent dossier académique. Une connaissance de l'anglais et du français est désirable. Un engagement à promouvoir le bilinguisme au sein de la Faculté est essentiel. Le traitement, le rang académique et les avantages sociaux seront fonction de la formation et de l'expérience, selon l'échelle en vigueur à l'Université d'Ottawa. Conformément au règlement sur le recrutement proactif des professeures, l'Université encourage fortement les demandes de la part des femmes. L'Université applique par ailleurs une politique d'égalité en matière d'emploi. En vertu des exigences canadiennes relatives à l'immigration, la priorité sera accordée aux personnes de citoyenneté canadienne et de résidence permanente au Canada. Pour postuler, veuillez faire parvenir votre dossier de candidature, incluant un curriculum vitae et le nom de trois répondants, d'ici le 31 août 1995, en citant le titre du poste visé, au Dr. John F. Seely, doyen, Faculté de medecine, Université d'Ottawa, 451 chemin Smyth, Ottawa (Ontario) K1H 8M5.

RESOURCE & ENVIRONMENTAL MANAGEMENT

SIMON FRASER UNIVERSITY - Environmental Sustainability: Social Theory, Political Economy or Law, School of Resource and Environmental Management. Applications are invited for a tenure-track appointment at the

CAUT ACPPU

BULLETIN

ADVERTISING RATES

CLASSIFIED SECTION

Display ads[1] $3.85
Classified ads $3.50

EDITORIAL SECTION

Display ads[1] $4.25

COLOUR ADVERTISING[2]

Black & 1 colour $240
Black & 2 colours $420
Black & 3 colours $900

All prices quoted are per agate line and are subject to change July 1, 1995.

[1] Agency commission 15% (camera-ready artwork required)

[2] These prices indicate a colour advertising surcharge based on number of colours used per page or fraction of page. Separations to be supplied by advertiser

ADVERTISING DEADLINES

The *Bulletin* is published 10 times during the academic year: 1st week of each month September through June.

SEPT	OCT	NOV
CLASSIFIED Aug 10/95 • 12 PM	CLASSIFIED Sept 8/95 • 12 PM	CLASSIFIED Oct 10/95 • 12 PM
DISPLAY Aug 17/95 • 12 PM	DISPLAY Sept 15/95 • 12 PM	DISPLAY Oct 17/95 • 12 PM

DATES LIMITES

Le *Bulletin* est publié dix fois pendant l'année universitaire, soit la première semaine de chaque mois, de septembre à juin.

SEPT	OCT	NOV
PETITES ANNONCES 10 août 1995 • MIDI	PETITES ANNONCES 8 sept 1995 • MIDI	PETITES ANNONCES 10 oct 1995 • MIDI
GRANDES ANNONCES 17 août 1995 • MIDI	GRANDES ANNONCES 15 sept 1995 • MIDI	GRANDES ANNONCES 17 oct 1995 • MIDI

TARIFS DE PUBLICITÉ

SECTION OES ANNONCES CLASSÉES

Grandes annonces[1] $3.85
Petites annonces $3.50

SECTION ÉDITORIALE

Grandes annonces[1] $4.25

ANNONCES COULEURS[2]

Noir et une couleur $240
Noir et deux couleurs $420
Noir et trois couleurs $900

Tous les tarifs sont calculés en fonction d'une ligne agate et peuvent être modifiés le 1er juillet 1995.

[1] Commission de 15 % des agences (illustrations prêtes à photographier)

[2] Ces tarifs comportent un supplément pour la publicité en couleur selon le nombre de couleurs utilisées par page ou par partie de page. L'annonceur doit fournir la sélection des couleurs.

PUBLISHER'S STATEMENT
DÉCLARATION DE L'ÉDITEUR

Advertisements which state a deadline date for submission of applications that is before the 30th of the month of publication cannot be accepted.

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using gender specific language will not be accepted except when the language has been mandated by Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th, St. N.W., Washington, DC 20005; tel: 202-737-5900

Ne peuvent être acceptées les annonces qui mentionnent une date limite pour la réception des demandes avant le 30 du mois de publication.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que la loi sur les droits de la personne ne le permette. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

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Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. A l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th. St. NW, Washington, DC 20005; tél: (202)737-5900

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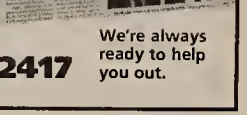

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Please send a curriculum vitae and the names, addresses, and telephone numbers of three referees to: **Michel Pierre Janisse, PhD, Dean, Continuing Education Division, The University of Manitoba, Winnipeg, Manitoba R3T 2N2.**

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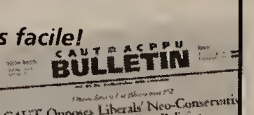

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VETERINARY MEDICINE

UNIVERSITY OF GUELPH - Ontario Veterinary College. The Department of Population Medicine seeks applications for a tenure-track faculty position, at the level of Assistant Professor, in Swine Health Management. The position will involve approximately 50% research. Applicants should have a proven record of research in the swine industry, especially in conducting field studies of health and disease. Other essential attributes include strong communication skills, the ability to develop a research team approach to problem resolution, and a desire to excel at both teaching (didactic and clinical) and research. The successful applicant will be expected to help build a dynamic graduate program in swine health management integrated with the needs of the Ontario swine industry. Applicants must possess a DVM (or equivalent), and be eligible for a general license to practice veterinary medicine in Ontario. Preference will be given to applicants with a PhD (or equivalent) in epidemiology. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minority groups, and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should be received by July 1, 1995. Applicants should send a letter of application, curriculum vitae, and names of at least three professional references to: Dr. S. Wayne Martin, Chair, Dept. of Population Medicine, Ontario Veterinary College, University of Guelph, Guelph, Ontario, Canada N1G 2W1. Subject to budgetary approval.

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Letters of application with curriculum vitae, university transcripts and three letters of reference should be sent by June 30 to:

Dr. Ted Chase
Dean of Arts and Science
Nipissing University
100 College Drive, P.O. Box 5002
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Applicants should forward their application, curriculum vitae, and the names, addresses and phone numbers of three individuals who would serve as references, before June 15, 1995, to: **Dr. Margaret McKinnon, Vice-Dean, Research and Staff Development, Faculty of Education, University of Ottawa, 145 Jean-Jacques-Lussier, Ottawa, Ontario K1N 6N5.**

Victoria University

Nominations and applications are invited for the position of

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The Principal guides the life and work of the College and is Chair and Chief Administrative Officer of the Council of Emmanuel College.

A candidate must be a member in good standing of The United Church of Canada, a Canadian citizen, and have a doctorate or the equivalent in one of the theological disciplines.

Nominations and applications should include a statement of the individual's scholarly achievements and administrative qualifications for appointment to the Principalship. Applications should include a curriculum vitae along with the names of three referees.

The Principal will take office for an initial term of five years beginning on July 1, 1996.

Nominations and applications must be submitted not later than **August 18, 1995** to the **Search Committee for the Principal of Emmanuel College, Victoria University, Room 120 NFH, 73 Queen's Park Crescent, Toronto, Ontario M5S 1K7.**

Queen's University at Kingston
Registrar

Queen's University invites applications or nominations for the position of Registrar. The appointment will be for a five year term with eligibility for renewal.

Reporting to the Vice-Principal (Academic), the Registrar will be responsible for the future development and administration of all aspects of student admissions, awards, registration and records management. The Registrar is also responsible for implementing academic regulations and procedures. Candidates must possess excellent communication skills and also present evidence of a strong record of administrative leadership in a university environment. Candidates with a graduate degree will be given preference. Salary is competitive and commensurate with qualifications and experience.

The University is located in the historic city of Kingston, Ontario and has an enrolment of 13,000 full-time and 4,000 part-time students with approximately 1,000 faculty and 2,000 staff. The city offers an abundance of cultural and recreational activities.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities.

Written nominations or applications for the position, accompanied in the latter case by a résumé of qualifications and experience and the names, addresses and phone numbers of three referees, should be sent no later than **July 31, 1995** to:

David H. Turpin
Vice-Principal (Academic)
Queen's University, Room F407, MacKintosh-Corry Hall
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CHST — A Liberal Retreat to Meaner Times

JOYCE LORIMER

On May 9, CAUT was given precisely 20 minutes to appear before the Commons Standing Committee on Finance to respond to Bill C-76, 'An Act to Implement Certain Provisions of the Budget....' We were not the only ones to be given such short shrift. All other groups which appeared that morning, including the AUCC and the CLC, were processed just as speedily. We were treated with a rather defensive courtesy and left with the distinct impression that the committee would prefer not to discuss perceived problems with the proposed Canada Health and Social Transfer (CHST).

In fact those groups which managed to get a hearing should count themselves lucky. Many will not have such an opportunity. The finance committee has no plans to extend the process beyond June and will not travel outside Ottawa. Canadians should ask themselves why the federal government appears to be so anxious to rush Bill C-76 through without extensive national debate.

Finance Minister Paul Martin would probably counter that he held an extended pre-budget consultation process. This is perfectly true, but the question is, consultation about what? Nothing in the pre-budget material on the deficit circulated by the Finance Department, nor in the deliberations of Lloyd Axworthy's Social Security Review, indicated the Liberal government intended to introduce the CHST. The notion of a single block transfer was first leaked in *The Globe and Mail* in January, a day after the CAUT Executive had met with Mr. Axworthy. Mr. Axworthy had made no mention of it and subsequent telephone calls to his office elicited the response that the block transfer had not been discussed in his department. The CHST appears to have been the creation of the Department of Finance, kept deliberately and carefully under wraps during the months leading up to the February budget. Why?

BILL C-76 AT WORK.

An answer to this question might be found in Linda McQuaig's new book, *Shooting the Hippo*. In the first chapter McQuaig points out that World War II ushered in changing expectations "about what a society can do for its citizens. The experience of the postwar years has left us with a conviction that it is possible to create a society that offers a great deal for all. We have come to believe that we live in a nation in which every citizen has certain rights — to a job, to a certain standard of living, to a high level of health care and education, to fair treatment, to some sort of protection from the ravages of a punishing world." (p. 5)

It was only in the mid-20th century that the concept of social rights came to be attached to earlier notions of political and legal rights. "By extending the notion of rights in this way, Western societies have created new possibilities for equality and social inclusiveness." They have, at the same time "required a more equal distribution of society's resources" than previously existed. (p.6)

McQuaig argues that while "for most citizens the price in taxation has been worth paying .... the elite now wishes to lower citizens' expectations of what they can count on from society, to roll back the frontiers of government — to focus on enforcing more narrowly defined legal and political rights.(p. 7) Stripping away our newfound social rights has proved to be a tough sell for those in authority.... The most promising line of attack, however, has proved to be the "debt crisis".... The deficit has thus become a key tool for picking away at what many in the elite consider to be our overly generous social welfare system."(p. 9)

Not everyone will agree with McQuaig's political opinions or economic analysis but the issues she raises deserve extensive national debate. In Bill C-76 the Liberal government has done far more than propose fiscal measures to respond to a perceived financial crisis. By including within it the new CHST it is attempting to ram through radical alterations to accepted values and principles which have governed social policy in Canada since the end of World War II.

In its brief to the finance committee the CLC stated that "Canadians have the right to know what the full implications of the CHST are for their health, social assistance and higher education programs. The federal government has a democratic responsibility to ensure that Canadians are both aware of and approve of these changes...the restructuring of Canada implicit in the CHST warrants the extensive study and public debate that is at least equal to...(that) prior to our entry into the free trade agreement and during the Meech Lake and Charlottetown constitutional discussions."

I agree. We should all make clear to our representatives that we expect such a process of consultation — and ask why the federal government is trying to avoid it. ■

Le nouveau transfert ou le retour à des temps plus difficiles

Le 9 mai, l'ACPPU a eu droit à 20 minutes précisément de comparution devant le Comité permanent des finances de la Chambre des communes dans le but de répondre au projet de loi C-76, la *Loi portant exécution de certaines dispositions du budget*. D'ailleurs, tous les autres groupes, dont l'AUCC et le CTC, qui ont comparu ce matin là ont été ainsi expédiés sans ménagement. Les membres du comité nous ont accueillis poliment et ils étaient un peu sur la défensive. Ils nous ont donné la nette impression de préférer ne pas discuter des problèmes possibles suscités par le Transfert canadien en matière de santé et de programmes sociaux (Transfert).

De fait, les groupes qui ont réussi à obtenir une audience devraient se compter chanceux. De nombreux autres n'auront pas la même veine. En effet, le comité des finances ne prévoit pas prolonger le processus au-delà du mois de juin et ne quittera pas Ottawa. Les Canadiens et les Canadiennes devraient se demander pourquoi le gouvernement fédéral semble si impatient d'adopter le projet de loi C-76 sans tenir un grand débat national sur le sujet.

Le ministre des Finances ripostera probablement en invoquant la vaste consultation qui a précédé le dépôt du budget. Rien n'est plus vrai mais, faut-il se demander, sur quoi cette consultation portait-elle au juste? Ni les documents pré-budgétaires sur le déficit que le ministère des Finances a distribués, ni les délibérations de l'examen de la sécurité sociale de Lloyd Axworthy n'ont laissé transpirer l'intention du gouvernement fédéral de mettre en oeuvre le Transfert. L'idée d'un transfert global et unique a été mentionnée pour la première fois en janvier á la suite d'une fuite dans le *Globe and Mail*, le lendemain de la rencontre du Comité de direction de l'ACPPU avec M. Axworthy. Lors de cette rencontre, le ministre n'en avait pas soufflé mot. Après avoir téléphoné á son bureau, l'ACPPU a obtenu comme réponse que la question d'un transfert global n'avait pas été discutée á son ministère. Le Transfert semble être l'oeuvre du ministère des Finances et a été gardé délibérément et précieusement secret pendant les mois précédant le dépôt du budget en février. Pourquoi?

La réponse se trouve peut-être dans le livre nouvellement paru de Linda McQuaig intitulé *Shooting the Hippo*. Au premier chapitre, M^me^ McQuaig souligne que la Deuxième Guerre mondiale a amené chez les citoyens de nouvelles attentes quant à ce que peut faire pour eux une société. Selon elle, «[traduction] l'expérience de l'après-guerre nous a laissés avec la conviction qu'il était possible de créer une société ayant beaucoup á offrir á tous. Nous en sommes venus á croire que nous vivions dans un pays où chaque citoyen jouissait de certains droits, soit le droit á un emploi, á un certain niveau de vie, á des soins de santé et à une éducation de calibre supérieur, à un traitement juste, á une certaine protection contre les ravages causés par un monde qui nous malmène». (p. 5)

Le concept des droits sociaux n'a été associé aux notions antérieures de droits légaux et politiques que vers le milieu du 20^e^ siècle. «[traduction] En élargissant ainsi la notion des droits, les sociétés occidentales ont créé de nouvelles possibilités d'égalité et d'intégrité sociale.» Par la même occasion, elles ont exigé «[traduction] une répartition plus équitable de leurs ressources (p.6)» qu'auparavant.

M^me^ McQuaig soutient que la plupart des citoyens estiment qu'il vaut la peine de payer des impôts en retour de programmes sociaux. L'élite, toutefois, souhaite diminuer les attentes des citoyens quant á ce qu'ils peuvent obtenir de la société. Elle veut limiter l'intervention du gouvernement pour se concentrer sur la mise en place de droits légaux et politiques définis plus étroitement. (p. 7) Pour les détenteurs du pouvoir, il a été difficile de faire accepter le dépouillement de droits sociaux nouvellement acquis. La «crise de la dette» s'est révélée le plan d'attaque le plus prometteur. Le déficit est donc devenu un prétexte de choix pour réduire le système social que l'élite considére comme trop généreux. (p. 9)

Les opinons politiques ou l'analyse économique de M^me^ McQuaig ne rallieront pas tout le monde. Toutefois, les questions qu'elle soulève méritent qu'on les débatte á l'échelle nationale. Dans le projet de loi C-76, le gouvernement libéral propose davantage que des mesures fiscales pour réagir à une crise financiére éventuelle. En y incluant le nouveau Transfert, il tente d'imposer de force des modifications radicales à des valeurs et á des principes acceptés qui régissent la politique sociale canadienne depuis la fin de la Deuxième Guerre mondiale.

Dans le mémoire qu'il a présenté au comité des finances, le CTC déclare que les Canadiens et les Canadiennes ont le droit de connaître toutes les conséquences du Transfert sur les programmes de santé, d'aide sociale et d'enseignement supérieur. Il revient démocratiquement au gouvernement fédéral de veiller à ce que les Canadiens et les Canadiennes soient au coutant de ces changements et qu'ils les approuvent. La restructuration des programmes sociaux au Canada, implicite avec la création du Transfert, justifie la tenue d'une vaste étude et d'un débat public équivalant au moins á la consultation ayant précédé notre adhésion á l'accord de libre-échange et á celle tenue pendant les discussions constitutionnelles du lac Meech et de Charlottetown.

Je suis du même avis. Nous devrions faire clairement savoir á nos représentants que nous espérons de telles consultations et que nous nous demandons pourquoi le gouvernement fédéral tente de les éviter. ■